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AGREEMENT

Between

THE BOARD OF EDUCATION

of the

**HASTINGS-ON-HUDSON
UNION FREE SCHOOL DISTRICT**

**RECEIVED
NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

JAN 12 2010

and the

ADMINISTRATION

HASTINGS TEACHERS ASSOCIATION

JULY 1, 2006 - JUNE 30, 2009

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THIS AGREEMENT made by and between **BOARD OF EDUCATION OF HASTINGS-ON-HUDSON UNION FREE SCHOOL DISTRICT, TOWN OF GREENBURGH, WESTCHESTER COUNTY, NEW YORK**, hereinafter referred to as the "Board of Education", and the **HASTINGS TEACHERS ASSOCIATION**, hereinafter referred to as "Association".

WITNESSETH:

WHEREAS, the Association has been recognized by the Board of Education as the Exclusive representative of all persons on the teachers' salary schedule regardless of their title; and

WHEREAS, the Board of Education and the Association have entered into and concluded negotiations concerning the terms and conditions of employment of such persons and desire to reduce their understandings to writing;

NOW, THEREFORE, in consideration of the mutual covenants set forth below, IT IS AGREED AS FOLLOWS:

1. **HOURS OF EMPLOYMENT**

A. School Day

1. a) The school day is defined as being seven (7) hours and 5 minutes in length for Hillside School. (Time to be continuous.)

b) The school day is defined as being seven (7) hours and 10 minutes in length for the High School and the Middle School. (Time to be continuous.)
2. The day shall start no earlier than 8:00 a.m. and no later than 9:00 a.m.

B. The instructional day is defined as that portion of the school day during which there are scheduled classes.

C. Music teachers who report early as an expected part of the school day shall not be obligated to remain for the 20 minute period after the end of the normal instructional day.

D. No more than four (4) general faculty meetings or team meetings per month may be called after the termination of the school day. These meetings shall not extend more than one hour after the end of said day except by mutual agreement.

- E. On Friday and day preceding a holiday, attendance at after school meetings shall be at the teacher's option, except for emergencies.
- F. All teachers may be required to be available three (3) evenings during the school year from 7:30 - 9:30 p.m. for back to school nights and parent teacher conferences. Every effort will be made to have these nights on Thursday or a night preceding a Superintendent's Conference Day. Teachers will be compensated at the rate of \$80 for the third night.
- G. Staff traveling between Hillside and the Farragut Complex must have a minimum of fifteen (15) minutes travel time whenever changing schools. Travel time is discrete from preparation, professional, or lunch time. In addition, reserved parking spaces will be provided for the shared staff.
- H. First-year teachers will not be asked to work on committees although they are free to volunteer to work on them.

2. **SCHOOL YEAR**

- A. The school year shall consist of no more than 186 days. There will be 183 instructional days, one orientation day, and two staff development days.

The Orientation day will allow for three hours for welcoming and staff development, one hour 10 minutes for lunch, and three hours within the instructional day to be used exclusively for teachers setting up their classrooms.

Three early dismissal days from 1:30 P.M. to 3:30 P.M. for staff development (with consideration given to planning, teachers' round tables, and collaboration) will be established during the school year. Staff Development Days will be planned by the Staff Development Committee comprised of HTA members and administrators. The Staff Development Committee shall recommend to the Superintendent, no later than March 1 of each year for the following year, a proposal for the Staff Development Days.

- B. Teachers in grades K-12 shall be allotted two half days during the school year for conferences with parents. Such half days may be combined with staff development activities on the other half of the day. Such half days, if so organized, will be in lieu of the early dismissal days stipulated in Section A of this article.

3. **TEACHER WORK LOAD**

A high school academic teacher's instructional work load shall be a maximum of five (5) instructional periods per day in the high school. Every reasonable effort will be made to balance high school teacher preparations consistent with the nature of the subject area, the size of the classes, the special offerings of the department, and the special competencies of the teachers.

Assignments to co-curricular, extra pay and/or supervisory service shall be subject to the requirements set forth in Article 6 pertaining to preparation and professional time.

If continuous teaching time exceeds 180 minutes for K-5 teachers, teachers can, upon request, have a fifteen (15) minute break during that 180 minute period. For 6-12 instruction, every reasonable effort will be made to keep maximum continuous teaching time to four (4) 40-minute periods (or two 80-minute blocks).

4. **CLASS SIZE AND TOTAL LOAD**

The parties to this agreement recognize that optimum results in education are facilitated by the careful regulation of class size and teacher-student load. Consequent upon this, both parties agree that class size should be within the following ranges:

Grade	<u>Ideal</u>	<u>Desirable</u>	<u>Acceptable</u>
K - 4	Less than 22	22 - 24	25 - 27
5 - 8	Less than 24	24 - 26	27 - 30
9 - 12	Less than 24	24 - 26	27 - 30

Every reasonable effort shall be made by the Administration to keep the maximum total weekly load for academic teachers of grades 9 - 12 to 650, where this figure represents the product of the number of students the teacher meets weekly in class and the number of regularly scheduled class periods per week the teacher is assigned. The basis for such a numerically designated load shall be a 40 minute class period. Should the schedule be reorganized to produce changes in period length and frequency, the numerically designated load shall be adjusted proportionately. To the extent that scheduling of the 7th and 8th grade classes is comparable to the scheduling of the 9th through 12th grade classes, the Administration will make every effort to schedule the work of the 7th and 8th grade teachers so that their work load is comparable to that of similar teachers in grades 9 through 12.

If the sixth grade becomes fully departmentalized as grades 7-12 now are, then the above limitation shall apply to said grade.

In any instance where the above load is exceeded, written recognition of the fact shall be made to the teacher involved by the Administration and reasonable explanation of the extenuating circumstances resulting in such an overload shall be given to the teacher. Where the reason for a larger class is experimentation, the teachers involved and the curriculum committee shall be consulted, and their advice solicited, in planning such experiments.

Every reasonable effort shall be made to keep the class sizes within the acceptable-desirable range to equalize the weekly student load among the teachers within each high school department and each middle school or elementary school department or grade level.

Class size and teacher load as outlined above shall not apply to the K-12 specialized program of reading, reading lab, work study, music, physical education, art, library and typing. The physical facilities in a shop, special classroom, or gymnasium shall be a major factor in determining maximum class size. Because of the safety issues involved in large group physical activities, every effort will be made to keep the ratio of teachers to students to 1:35 in physical education classes.

Every effort will be made to ensure that Speech Pathologists shall have a maximum teacher to student load of 1:40.

In determining the applicability of this paragraph to any teacher participating in team teaching, the number of pupils taught by any such teacher in a team teaching class shall be deemed to be the number of pupils in such class divided by the number of teachers.

Both the Association and the Board of Education recognize that the education of children with handicapping conditions who are classified by the CSE generally requires program modification and additional attention. With this in mind, it is understood that reasonable efforts will be made to provide for equitable distribution of students with handicapping conditions in elementary classes upon the condition that under no circumstances shall these efforts result in the District having to employ an additional teacher or staff or require the Board to retain teachers or staff who would otherwise be excessed.

Every effort will be made at the middle school and high school levels to place students classified by the CSE into classes which would be classified as ideal or desirable prior to the inclusion of these students.

Annually, the Superintendent or designee will meet with representatives of the Physical Education, Art, Business, Music, Home and Career and Technology Departments for the purpose of attempting to develop teaching assignments for the school year that will require teachers in these Departments to teach no

more than 5.5 classes. However, it is understood that any recommendations which are the product of this discussion shall not result in the hiring of additional staff beyond current staff ratios.

5. **NEW TEACHERS - PREPARATIONS AND MENTORING**

- A. In order to establish a work situation most conducive to the successful development and integration of a new teacher, the Administration will make every effort to schedule the work load of those teachers who are in their first year at Hastings, and who have a total of less than three years teaching experience, so that they do not have more than three preparations in any one day, it being understood that "every effort" does not include hiring an additional teacher who would not have been employed had this provision not been in the contract.
- B. The Hastings-on-Hudson Union Free School District has developed a Mentoring Program. The purpose of this program is to encourage and support a new teacher in a non-evaluative and confidential role. The Staff Development Committee has developed a description of responsibilities for teachers who serve as mentors to new teachers. As needed, the Staff Development Committee will prepare a list of teacher volunteers for Mentoring assignments. Teacher Mentors will receive one in-service credit for one semester of mentoring per year and will be required to participate in the Teacher Mentor Program offered by the Teachers' Center during the semester they are mentoring.

6. **PREPARATION TIME AND PROFESSIONAL RESPONSIBILITIES**

High School

When High School teachers receive their master schedule with their teaching assignments, it will designate their professional and preparation periods. Coverages cannot be assigned during the designated preparation period.

A minimum of forty (40) minutes per day of continuous time during the regular instructional day, periods one through eight is to be used as preparation time.

A minimum of forty (40) minutes per day of continuous time after the instructional day is to be used for professional responsibilities.

If during the length of this contract, the high school changes to a nine period day the time for professional responsibilities shall be during the instructional day.

Academic Intervention Services (AIS) will be delivered in the high school during the time designated for professional responsibilities. Teachers will also continue to use this time for professional activities in addition to helping students. To accommodate for the inclusion of AIS responsibilities, there will be no study hall assignments for high school teachers.

Middle School

When Middle School teachers receive their master schedule with their teaching assignments, it will designate their professional and preparation periods. Coverages cannot be assigned during the designated preparation period.

A minimum of forty (40) minutes per day of continuous time during the regular instructional day is to be used as preparation time. Additionally, a minimum of forty (40) minutes per day of continuous time during the regular instructional day is to be used for professional responsibilities.

In grades 6-8, AIS will be delivered from 2:45 P.M. - 3:15 P.M. Teachers will also continue to use this period for professional activities in addition to helping students.

In grade 5, AIS will be delivered during the regular instructional day.

Hillside

A minimum of two hundred seventy (270) minutes per week with a minimum of thirty (30) minutes per day of continuous time during the regular instructional day is to be used as preparation time. Each teacher shall receive an uninterrupted lunch period each day. There are to be no duties at Hillside.

Definitions

Academic Intervention Services (AIS) - All AIS is defined as extra help for students. The help is to reinforce the prescribed curriculum delivered in the regular class period, not to teach curriculum in addition or supplementary to the prescribed curriculum. Record keeping will be kept to the minimum required by state regulations. Furthermore, teachers cannot be observed formally during this period; however, customary supervision is permissible. For AIS, every effort will be made so that no more than five students per day and no more than twelve different students per week will be assigned to a teacher. In any single week, under no circumstances will there be more than twenty-five contact sessions for any teacher. A contact session is one meeting with one student.

Preparation time – Time used by teachers to prepare for teaching assignments.

Professional responsibilities – Time used by teachers to carry out professional responsibilities including, but not limited to, attendance and disciplinary reports, meetings with teachers, administrators, and other staff members, student and parent conferences, makeup testing, extra help for students, program evaluation, assembly and class trip preparation.

7. **TEACHER PERSONNEL FILE**

- A. Material originating after employment shall be placed in a teacher's personnel file only after a teacher has had the opportunity to review the material, submit a written notation regarding such material and have the notation attached to the file copy of the material in question.
- B. Before material is placed in a teacher's personnel file, a copy will first be given to the teacher.
- C. Any material critical of a teacher shall promptly be called to the attention of the teacher.
- D. A teacher shall have the right to review the contents of his or her personnel file originating after original employment and to have a representative of the Association accompany him or her in such review.
- E. If a teacher is requested to sign material to be placed in his or her file, such signature shall be understood to indicate his awareness of the material but in no instance shall said signature be interpreted to mean agreement with the content of the material.
- F. No material in the teacher's personnel file will be shown to anyone outside of the District Administrators or to the Board without the express written consent of the individual teacher involved.
- G. All material critical of a teacher that originates from sources other than the District's management personnel, will be removed from the teacher's file after three (3) years.
- H. The teacher shall have the right to question the factual accuracy of any derogatory material. Where any such question is raised, said material will not become part of the personnel file, unless the Superintendent, after investigation, has verified that the material is accurate.

8. **TEACHER EVALUATION**

The Board, the Administration and the teachers all recognize the great importance to students, present and future, to the teaching profession, to the Hastings schools and teaching staff and to the community, of proper evaluation and training of, and, ultimately the granting of tenure to, probationary teachers. The overall goal must be to grant tenure only to teachers who are highly qualified to be members of the teaching profession. Every effort must be made, however, to assure that teachers get a fair opportunity to demonstrate their abilities and to correct any deficiencies.

With these objectives in mind, the school will adopt a teacher evaluation policy, after consultation with the teachers, which will provide the following minimum:

- A. All observations shall be conducted openly.
- B. All observations shall be reduced to writing and a copy given to the teacher within five (5) school days after the observation.
- C. Within five (5) school days after giving the teacher a copy of this observation, the evaluator will arrange for a conference between himself or herself and the teacher to discuss the evaluation. Changes may thereafter be agreed upon.
- D. A teacher may submit a written response which shall be attached to the file copy of the report in question.
- E. If at any time during the probationary period, up until and including the recommendation for tenure, the Superintendent is requested by a teacher on probationary status to provide reasons for a negative recommendation regarding employment for the next employment period, the teacher may request the formation of an impartial advisory panel to review said reasons and to make a supplementary report to the Superintendent with independent recommendations. This procedure shall also apply in case the Superintendent recommends continued employment and the Board rejects that recommendation. The panel shall be composed of three members; one to be selected by the Hastings Teachers Association, one by the Superintendent or designee, and a third to be selected by the other two. If those two fail to agree, a request shall be made to the AAA for appointment of the third member from the expedited panel. Whenever possible, such review shall be completed within fifteen (15) working days from the time of the first meeting of the panel. All findings of the panel shall be placed in the teacher's personnel file with the opportunity provided for rebuttal as in the case of the Superintendent's recommendation.

The panel's recommendation to the Superintendent and the Board shall be advisory in nature. In any event, the decision of the Board shall be final.

- F. The district, after consultation with the teachers, will adopt a teacher evaluation policy which will provide the following minimum:
 - 1. Immediately upon assuming duties in the school district and before any formal observations are conducted, first year probationary teachers shall meet with Administrators to be oriented as to the nature of their professional duties and the major features of the evaluation process. The Superintendent shall make at least one observation of probationary teachers during the first or second year.

2. Each probationary teacher shall be observed by a member of the Administrative staff at the level of Assistant Principal or above, at least three (3) times each year, and at least one of these observations shall be for substantially a full class period (normal 40 minutes).
3. If the Superintendent decides not to recommend tenure for a probationary teacher and prior to the end of the probationary period of the teacher's service, no indication has been given to him or her that his services are less than satisfactory, the Superintendent, or in his absence, the Acting Superintendent, before submitting his list of tenure recommendations to the Board that year, shall personally observe such teacher at work in the classroom for at least substantially one full class period.
4. A probationary teacher denied tenure shall be given the reasons therefor by the Superintendent. Such teacher, upon request, shall be permitted to appear before the Board with an Association representative for the purpose of obtaining a Board review of the issue. This review will be in a closed session of the Board. The teacher will receive an answer from the Board within two weeks of the above-mentioned review.
5. If a probationary teacher is not to be recommended for tenure by the Superintendent, such teacher must be notified thereof by March 1. Each person who is not to be recommended for appointment on tenure shall be so notified by the Superintendent of Schools in accordance with existing statutes.

The Board expresses its very strong desire that any teacher evaluation policy, including the foregoing minimum, be fully and actively followed in spirit and in letter, and pledges to do its best to assure the implementation of that policy. However, notwithstanding the foregoing provisions of paragraph 8, given the Board's overriding responsibility and the concern for the education of our children over the decades following the granting of tenure to a teacher, the Board shall have the right to deny tenure to any teacher when, in its sole judgment, such denial is in the best interests of the education of the children.

9. **SUMMER SCHOOL APPOINTMENT**

Teachers from the Hastings School District shall be given the first opportunity to apply when the summer school is run by the Hastings School District. The Board in its sole discretion shall make the final decision as to who is appointed to teach a course in summer school.

10. **SUMMER SCHOOL SICK LEAVE**

Each teacher in the summer school shall be entitled to one paid sick day.

11. **SALARY PAYMENTS**

Teachers are to be paid 1/26th of their annual salary every other week from September through June, and the remaining salary at the end of June.

A teacher, if he or she so elects, will have the option of receiving with his or her last salary check in January, an additional 2/26th of his or her annual salary; the last salary check of the school year shall then include the remainder of salary due him or her under this option.

To avail himself or herself of this option, a teacher shall notify the Superintendent in writing by January 1st of the year in which he or she elects the option.

A teacher may elect to receive 1/10th of his or her annual salary for each full month of service and to receive such 1/10th on the last working day of each month.

12. **SALARY CREDIT FOR GRADUATE, UNDERGRADUATE AND IN-SERVICE COURSES**

A. Teachers are to receive salary increases for successful completion of approved graduate, undergraduate and in-service courses as specified on the salary schedule. Courses completed prior to a teacher's initial employment in the District, not approved for salary credit at the time of initial employment, shall not be eligible subsequently for such credit. A teacher who earns a new degree will be changed on the salary schedule beginning with the first full month of services after written notification and certified college records are submitted to the Superintendent of Schools. Changes in salary status because of additional training will be made only at the beginning of the school year in September. Teachers eligible for such adjustments must submit before September 30th of each year written application for such adjustments with notification of credits earned; certified college records are to be submitted as soon as possible thereafter. All other changes in salary status under this section will be made at the beginning of the following school year.

B. In order to receive approval, a written application should be submitted prior to the commencement of such course to the department head, faculty group chairman or team leader in a particular school, then the school principal and the Superintendent. The final decision shall be made by the Superintendent. All transcripts for fall column advancement must be received by the District no later than October 1.

- C. In order to secure approval, it should be indicated in writing on the application form that the course:
1. Provides instruction in an area presently part of the teacher's teaching program, or in an area that the teacher can demonstrate will be part of his or her instructional program in the near future at Hastings.
 2. Must be shown not to be part of the teacher's prior academic training.

Should the Superintendent disapprove a course, the teacher may request the Professional Standards Committee (P.S.C.) to review the application. At this time the teacher will appear before the P.S.C. to discuss the application. The P.S.C. then will vote and make a recommendation to the Superintendent either supporting disapproval or requesting that the Superintendent review his prior response to the application in the light of certain opinions of the P.S.C. The opinion of the Superintendent, however, will be final and binding.

- D. College courses for teachers, once approved by the Superintendent, cannot be used in more than one application to the salary schedule. (More than one application means for column advancement more than once.) College units accrued prior to an advanced degree but not a part of the degree program per se and which have not been applied to the salary schedule may be used for possible application to the salary schedule upon submission to and approval of the Superintendent. College units previously approved which have not been applied to the salary schedule may also be so used. Such courses must be shown to be part of the teacher's current assignment. All courses must be verified by the Superintendent with official transcripts and prior to any actual movement on the salary schedule must be approved by the Superintendent as complying with the provisions of this Article.
- E. Members of the bargaining unit who have already reached the MA+60 or Doctorate columns on the salary schedule will be eligible for additional salary advancement upon completion of credits approved at the sole discretion of the Superintendent. These credits are excluded from the existing appeal process. Credits approved by the Superintendent, in his or her sole discretion, shall be paid at the rate of \$175 per credit for up to 15 credits, subject to the following limitations:
1. Salary payment for each such credit shall be paid for only seven years. All credits can be banked without any loss of the seven year life.

2. The effective life of a credit will be seven years beginning from the date the credit is first used for salary increment.

13. **BENEFIT FUND**

During the term hereof the District will pay the following amounts into the Hastings Teachers Association Benefit Fund:

For 2006-2007:	\$195,000
For 2007-2008:	\$205,000
For 2008-2009:	\$210,000

These monies shall be transmitted to the Hastings Teachers Association Benefit Fund no later than October 15th of the appropriate funding year.

These monies shall be used to purchase benefits - such as dental plan, optical plan, increase other benefits, etc.

The external audit of the Benefit Fund will be provided to the District.

14. **SICK LEAVE**

A. **Teachers with more than five years of service in the District**

Each teacher with more than five years of service in the School District shall be paid for days thereafter lost due to illness, up to 180 school days effective as of September 1, 1968, and this right shall automatically be granted to teachers who thereafter acquire more than five years of service in the District effective upon the date in which the teacher acquires more than five years of service in the District.

Salary paid to a teacher during sick leave shall be the amount which that teacher would have received for all of his or her services had he or she continued to work as scheduled at the time he or she became ill except that if, as a result of his or her illness, it becomes necessary to pay someone else to perform any work which the ill teacher has been scheduled to perform and for which payment is made in addition to the teacher's basic salary for teaching, then the amount of salary paid to such teacher during the school year during which such illness occurs shall be reduced in the amount of such payment to such other person, but shall not be reduced by more than the amount of additional salary which the teacher was scheduled to be paid for such other work.

The 180 days of sick leave shall be reduced by one day for each day of sick leave taken. In the event that the 180 days of sick leave granted to any teacher is reduced pursuant thereto, the right to take sick leave shall be re-accumulated, up to a maximum of 180 days, at the rate of 10 days for each full school year thereafter during which that teacher

carried out his or her assigned duties. In the event that any teacher takes sick leave for ten consecutive school days at any time or 40 school days in the aggregate during any period of 90 consecutive school days, the Board may, if it so elects, require that the teacher's doctor consult with and advise doctors selected by the Board and thereafter, if the Board so elects, it may require the teacher to be examined by doctors selected by the Board.

Teachers are required to furnish a doctor's certificate in cases of absences which extend beyond ten (10) consecutive working days.

B. Teachers with less than five years of service in the District

1. Each teacher commencing employment on or after July 1, 1989 will be granted sick leave as follows:

10 days for the first year
10 days for the second year
15 days for the third year
15 days for the fourth year
15 days for the fifth year

issued on September 1 of the school year during which that teacher carries out his or her assigned duties. A teacher may accumulate up to sixty-five days of sick leave during the first five years of service in the District. Thereafter, the terms of paragraph A shall apply.

2. Teachers are required to furnish a doctor's certificate in cases of absences which extend beyond ten (10) consecutive working days.

3. Sick Leave Bank

A Sick Leave Bank (SLB) shall be established to provide income protection to tenured teachers with five years of service or less in the District in the event of long-term catastrophic illness or injury.

Definitions

- a) Eligible Teacher – tenured member of the bargaining unit with five years of service in the District or less.
- b) Committee – the group of individuals appointed to administer the SLB, as herein provided.

- c) Withdrawal Request – a form approved by the Committee for eligible teacher to sign when applying for Benefit Leave.

Composition and Responsibilities of Committee

The Committee shall:

- a) Consist of two (2) teachers appointed by the HTA. The method of selection, terms of office, and other similar issues shall, with respect to each such teacher, be determined by, and the responsibility of, the HTA. Two administrators appointed by the Superintendent shall serve as the Superintendent's representatives on the Committee.
- b) The authority of the Committee is limited to the express terms set forth herein. The Committee shall inform the Superintendent of all decisions.
- c) Prepare appropriate forms for contribution of leave days and Leave Day Withdrawal Request; arrange for duplication and distribution thereof so as to assure their availability to all who are entitled to receive them.
- d) Review and pass upon all Leave Day Withdrawal Requests submitted to it. All forms approved by the Committee shall be forwarded promptly to the Superintendent. Any disapproval shall be returned promptly to the applicant.

Contributions

- a) The contribution required of each eligible teacher shall be two (2) half sick leave days per year.
- b) Any half days so contributed shall be deducted from an eligible teacher's accumulated sick leave.

Withdrawals

- a) Application for withdrawals may be made by an eligible teacher only after his/her accumulated leave has been exhausted. Further, there shall be a ten school day waiting period before benefits may be available which shall be compensated retroactively upon approval.

- b) Should an eligible teacher be unable to do so, a teacher's family member or an agent may prepare and file a Withdrawal Request on behalf of the eligible teacher.
- c) Each Withdrawal Request must be accompanied by a statement signed by a physician confirming the nature of the illness or injury and the anticipated duration of the resulting incapacity to attend to the eligible teacher's duties.
- d) Should the committee so request, either before or after approval of withdrawal requests, the eligible teacher shall be required to undergo a medical review by a physician of the Committee's choice at the eligible teacher's expense. Failure to comply with such request shall result in disapproval or cancellation of the withdrawal request.
- e) The Committee shall not grant a withdrawal of more than one hundred eighty (180) half days for any one (1) eligible teacher for any one (1) illness or injury. The maximum lifetime benefit available to any participant in the SLB shall be one hundred eighty (180) half days for tenured teachers with five years of service or less.
- f) The Committee shall have the right to disapprove Sick Leave Withdrawal Request for any appropriate reasons, including any duly authenticated improper use of accumulated sick leave by eligible teachers.

Benefit Coverage

- a) Upon approval for each full day of absence the eligible teacher shall receive one half day's ($\frac{1}{2}$) pay.
- b) The District shall continue to pay the health insurance premiums during the period of approved absence.
- c) There shall be no sick leave accrual during the period of approved absence.

Termination

An eligible teacher's right to continue to participate in the SLB shall terminate only upon termination of the eligible teacher's employment by the District or as otherwise set forth above.

C. Part-Time Employees

Part-time employees shall receive 10 days sick leave per year. The definition of a day for a part-time teacher shall be that part of the day worked. Unused sick days shall be credited annually and shall be cumulative, not to exceed 180 days.

Salary paid to a part-time teacher during sick leave shall be the amount which that teacher would have received for all of his services had he or she continued to work as scheduled at the time he or she became ill except that if, as a result of his or her illness, it becomes necessary to pay someone else to perform any work which the ill teacher had been scheduled to perform and for which payment is made in addition to the teacher's basic salary for teaching, then the amount of salary paid to such teacher during the school year during which such illness occurs shall be reduced in the amount of such payment to such other person, but shall not be reduced by more than the amount of additional salary which the teacher was scheduled to be paid for such other work.

In the event that any teacher takes sick leave for ten consecutive school days at any time or 40 school days in the aggregate during any period of 90 consecutive school days, the Board may, if it so elects, require that the teacher's doctor consult with and advise doctors selected by the Board and thereafter, if the Board so elects, it may require the teacher to be examined by doctors selected by the Board.

Teachers are required to furnish a doctor's certificate in cases of absences which extend beyond ten (10) consecutive working days.

D. Compensation Cases

Absence due to injury or illness incurred in the course of the teacher's employment as defined in the Workers' Compensation Law shall be charged against the teacher's sick leave days at the rate of one (1) day for each of the first two days of absence and at the rate of ½ day for each day's absence after the first two days, provided the teacher shall pay to the Board the benefits received under the New York Workers' Compensation Act for loss of salary during such absences. This applies from the first day's formal indication of the fact that the absence is defined in accordance with the Workers' Compensation Law.

15. PERSONAL REASONS

- A. Five (5) days of personal leave may be granted each year. These days may be used for official religious observances, house closings, legal court appearances, offspring's graduation from high school and higher institutions of learning, taking a child to and from college and such other cogent reasons as determined by the Superintendent in a fair and

consistent manner. Teachers are entitled to two of these days of absence without the necessity of providing an explanation, except that such no-reason days may not be taken on the last scheduled working day before or the first scheduled working day after a holiday or a vacation period or to extend a holiday or a vacation. Except in emergencies, all personal days must be requested in writing at least two days in advance of the anticipated absence.

- B. Up to five (5) school days, shall be allowed, each year, for each death in the immediate family. The immediate family shall include: mother, father, brother, sister, husband, wife, child, mother-in-law, father-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, grandparents, aunts and uncles.
- C. Up to five (5) school days shall be allowed, each year, for emergency illness in the immediate family. The immediate family shall include: mother, father, brother, sister, husband, wife, child.

16. **ADDITIONAL COMPENSATION**

The teachers are to be paid additional compensation for the supervision of extracurricular activities and coaching assignments in accordance with the schedule annexed to this contract as Schedule B (Exhibit B-1 and Exhibit B-2) and made a part hereof.

The extra pay schedule for the 2006-2007, 2007-2008 and 2008-2009 school years is set forth in Schedule B which is attached to and is part of this Agreement.

17. **PERSONAL PROPERTY INSURANCE**

The Board agrees to maintain personal property, fire and vandalism insurance in the amount of \$500 for a single incident and \$5,000 maximum, with a provision of \$100 deductible. This is to be in excess of any other coverage which the teacher has, and will be maintained as long as it is available without any increase over the current rates and there is no increase in the rates caused by the addition of this coverage. The policy covers only loss while on school premises and loss while engaged in the performance of duties pursuant to assignment.

18. **HEALTH INSURANCE**

- A. The Board of Education will pay for Southern Westchester Schools Cooperative Health Insurance premium for all teachers who wish to participate in this plan (individual, two person or family). The Board shall also pay premiums (individual, two person or family) for teachers choosing coverage through Kaiser-Permanente (HMO) up to the amount of the premium paid on behalf of teachers who receive coverage

through the District's primary insurance company.

If the Southern Westchester Schools Cooperative Health plan (or any policy which may replace the Southern Westchester Cooperative) is changed to cover registered domestic partners, the Board will provide two person or family coverage for them.

- B. 1) For the 2006-2007 school year, members of the bargaining unit opting for health insurance coverage under the terms of this agreement shall be obligated to pay 8% of the premium through payroll deduction. Year-to-year increases cannot exceed 3/8% of the MA Step 1 salary for the year in which the new premium begins.

*Emp 10/10
92/10*

For the 2007-2008 school year, members of the bargaining unit opting for health insurance coverage under the terms of this agreement shall be obligated to pay 8.5% of the premium through payroll deduction. Year-to-year increases cannot exceed 3/8% of the MA Step 1 salary for the year in which the new premium begins.

91.50

For the 2008-2009 school year, members of the bargaining unit opting for health insurance coverage under the terms of this agreement shall be obligated to pay 9% of the premium through payroll deduction. Year-to-year increases cannot exceed 3/8% of the MA Step 1 salary for the year in which the new premium begins.

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- 2) The District established an IRS Section 125 Plan to cover health insurance premium contributions, uncovered medical expenses, and dependent care expenses. Allowable contribution for deductible medical expense is \$7,500 and for dependant care the contribution is \$5,000. This plan will be reviewed annually by an appointee of the Superintendent and an appointee of the Union President to mutually determine maximum employee contributions.
- 3) The Board of Education reserves the right to change health insurance carriers. However, the Board of Education agrees to give the Hastings Teachers Association one hundred twenty (120) calendar days notice prior to a conversion. At the time of such notice, the Board of Education shall also provide details of the plan to which it proposes to change. Within sixty (60) calendar days of such notice, the HTA shall provide the Board with a statement as to its position on whether the new plan is equal to or better than the overall benefit schedule of the current plan. If the HTA objects to any portion of the plan it must indicate where the new plan is out of compliance. The parties will work

together to resolve areas of alleged non-compliance within thirty (30) calendar days of HTA's submission. Within ninety (90) calendar days of the Board's original notice, the HTA may immediately demand expedited arbitration by submitting such a demand to either of the following two arbitrators: [Susan Mackenzie, Esq., Dr. Arthur Jacobs.]

- 4) If the HTA does not demand arbitration within the ninety (90) day period, the board may convert to the proposed plan. An arbitration date will be set by the arbitrator within thirty (30) days of submission of such demand and an award shall be rendered by the arbitrator within ten (10) days of the final date of hearing with a decision to follow thereafter. If the arbitrator determines that the proposed plan is not equal to or better than the overall benefit schedule in effect at the time of the proposed conversion, the Board shall be ordered by the arbitrator to remain in the existing plan. If the challenged portion of the proposed plan is equal to or better than the plan in effect at the time of the proposed conversion, the Board may convert to the new plan. It is understood and agreed that moderate changes in co-pays and deductibles shall not be considered a change in the overall benefit structure.

- C. Members of the bargaining unit who are covered under another health insurance plan through either a spouse or relative may opt to waive coverage under the District's insurance policy for a full year by completing the appropriate form furnished by the District. In order to be eligible for this option, a member of the bargaining unit must certify that he or she has health insurance through another source other than the District. The District will pay these employees an amount equal to 50% of the net savings on individual health premiums that would be expended on their behalf, taking into account any retirement or social security that must be paid, should such be necessary.
- D. The Board of Education will pay 85% of the Southern Westchester Schools Cooperative Health Insurance premium, or any policy which may replace the Southern Westchester Cooperative (individual, two person or family), for all retirees who have completed ten (10) years of service within the district. The Board shall also pay 85% of the premiums (individual, two person or family) for retirees choosing coverage through Kaiser-Permanente (HMO) up to the amount of the premium paid on behalf of teachers who receive coverage through the District's primary insurance company.

19. **SABBATICAL LEAVES**

Sabbatical leave shall consist of several types:

- A. Leave for approved study.

1. In an accredited college or university graduate study leading to a degree.
 2. To pursue independent study or projects, in or outside a college or university and not for degree purposes.
 3. To complete a thesis for fulfillment of degree requirements.
- B. Leave for approved travel, unrelated to reasons of health, but, where applicable, directly related to the teacher's academic field.

Eligibility:

Priority in eligibility of applicants shall be given to those who have served the district for seven or more years.

Procedure and application:

Application for leave shall be made upon a form furnished by the Superintendent. Among other data, a detailed statement of the purpose and the program which the applicant plans to carry out while on leave shall be submitted. All applications must be filed with the Superintendent on or before January 1 of the year preceding the school year in which the leave would become effective. Notification of a leave grant must be given applicants no later than March 15th.

Compensation:

For purposes of determining eligibility for a sabbatical, it is agreed that a "sabbatical" will be defined as any one of the following: One full school year or one-half school year, or two consecutive summers, or one summer if only one summer of a summer sabbatical is granted. Payment for sabbaticals will be at the rate of: 75% of basic annual salary for a full year, 100% of basic annual salary for one-half year, and 18¾% of basic annual salary for each summer of a summer sabbatical. Basic salary for teaching does not include payment for extra services such as coaching, serving as a department chairmen, etc.

20. SUMMER SABBATICALS

When a teacher requests a summer sabbatical he or she will at that time state the number of summers, up to two consecutive summers, which he or she is requesting. In his or her explanation of the reason for requesting a sabbatical he or she will set forth in particular detail the special reasons for requesting a summer sabbatical instead of a regular sabbatical and the reason for the number of summers which he or she is requesting.

A teacher who takes a summer sabbatical would be entitled to request a new sabbatical to start seven years after the last previous summer in which he or she takes a summer sabbatical.

Granting sabbaticals still is in the discretion of the Board in accordance with present policy. The Board agrees to grant summer sabbaticals in very special occasions.

21. **LEAVES OF ABSENCE WITH PAY**

- A. Exchange teaching. A teacher may be granted a leave of absence of up to two years with pay to teach in another school abroad or in this country provided that the other school system agrees to furnish a teacher qualified to fill the duties of the teacher who is on leave. Upon his or her return from such leave, a teacher shall be placed at the same position on the salary schedule as he or she would have been had he or she taught in the district during such period.
- B. Teachers may be allowed additional time off with pay for other reasons when such reasons are considered valid by the Superintendent and the Board of Education.

22. **LEAVES OF ABSENCE WITHOUT PAY**

- A. Military leave. Military leave is available in accordance with prevailing statute.
- B. Peace Corps, Vista, National Teacher Corps. Subject to Board approval, any teacher who is on tenure may be granted a leave of absence without pay for two (2) years to work as a teacher with the Peace Corps, Vista, or National Teacher Corps. Upon his or her return, his or her salary shall be the same as he or she would have received had the period of service been spent in the district.
- C. Parental leave - a leave of absence, without pay, shall be granted to a parent/teacher for parental leave under the following conditions:
 - 1. Because of the extreme importance of continuity of instructional personnel and in order to provide the opportunity to plan for covering assignments, a teacher must notify the building principal that he/she may be requesting a leave at least 90 days before the commencement of the leave unless extenuating circumstances are determined by the Superintendent to exist.
 - 2. a. This leave is not to exceed three (3) consecutive academic years. For this purpose, the academic year during which the leave begins, regardless of the exact date thereof, shall be counted as one (1) full year. The teacher shall inform the Superintendent in writing of the intent to continue the leave as originally granted, by March 1 of each year. Notice of intent to return to employment the September following the end of the leave shall be given not later than the preceding March 1.

- b. The length of parental leave for non-tenured teachers will be two (2) years.
 - 3. Where a teacher has originally requested a leave of less than three (3) years, an extension from year to year, not to exceed a total of three (3) years, will be granted, if the Superintendent is notified, in writing, not later than March 1.
 - 4. The teacher may return to work, prior to the expiration of the leave as originally granted or extended, only by mutual agreement with the Superintendent.
 - 5. A teacher on leave may substitute in the district during the period of leave.
 - 6. Teachers returning from such leave shall retain all sick leave accumulated prior to the beginning of the leave and for salary purposes shall go to the next step without being credited for time spent on such leave.
 - 7. A teacher adopting a child shall be entitled to a leave of three (3) years commencing with the custody of said child. The teacher shall notify the building principal at the time application to adopt a child has been made.
- D. Additional leaves. Teachers may be granted a leave of absence of up to one year without pay for other reasons which shall include but not be limited to graduate study, work in another related field, travel or rest. Notice of intent to return to employment the September following the end of the leave shall be given not later than the preceding March 1.
- E. While on leave, teachers may elect to participate in all fringe benefits at their own expense. In such case, proper application shall be made to the business office and satisfactory arrangements made for the payment of the full premium at the applicable group rate.

23. CURRICULUM ADVISORY and STAFF DEVELOPMENT COMMITTEES

- A. Curriculum Advisory Committee - The total educational program is the responsibility of the Board of Education, Administration and teachers. It is felt that to maintain a balanced, progressive educational program, both teachers and Administrators should be involved in a meaningful way in curriculum development prior to the making of a final and binding decision by the Board of Education.

Consequently, there shall be a Hastings Teachers Association - Administration Curriculum Committee that may consider, initiate and review changes that may affect the curriculum and education of the Hastings School District.

The Committee shall have the responsibility of making its recommendations regarding such changes directly to the Superintendent.

Membership in the Committee shall be determined by the Superintendent and the HTA.

This Committee shall meet at regular intervals to be determined by the Committee, or by the request of any four (4) of its members.

- B. Staff Development Committee - The Staff Development Committee, a joint committee of teachers from each school, a representative from the Administration, and the Teachers Association president or designee, will meet on a regular basis to plan District Staff Development activities.

24. **SERVICE PAY**

Any member of the Association who:

- A. Shall be not less than the minimum age permitted by the Education Law for retirement into the NYSTRS on September 1st of the calendar year of retirement, and
- B. Shall have served in the Hastings School System as a teacher for not less than a period of 20 years, and
- C. Submits a written resignation to the School Board not later than March 1st of any year, effective July 1st, which resignation shall remain irrevocable, shall, during that final year, receive as base salary an amount equal to the basic salary which he or she would otherwise have received, plus an amount (herein called "service pay") determined by multiplying the sum of \$450, by the number of years during which that person has served as a teacher in the Hastings School System. Service pay shall not be added to any individual's basic salary during any portion of his or her last year of service which is taken as sick leave.

25. **PROFESSIONAL VACANCIES**

All professional positions that become vacant within the school district shall be posted within all schools. Upon request, the Central Office will make available information regarding job descriptions, salaries, seniority rights and tenure rights about any job opening. This shall in no way infringe upon the Board's right to be the sole and final judge as to the selection of the best candidate.

26. **ASSOCIATION RIGHTS**

- A. The Association shall be allowed to hold five of its regular business meetings during the school year on designated Wednesdays, such meetings to begin no earlier than 2:45 P.M.
- B. When it is necessary for the President or his designated representative to engage in Association activities and they cannot be performed other than during school time, the Superintendent may award such time as necessary. The President or his delegate will be released from duties for up to three (3) days to attend Association conventions. The Chief Negotiator shall be given up to two (2) free days to prepare for negotiations.
- C. The President of the Association shall not be assigned to extra duties beyond his regular instruction assignments.
- D. Space will be provided for an Association telephone. The space to be designated by the Superintendent.

27. **SEVERANCE PAY**

A tenured teacher, released from the School District, shall receive severance pay in the amount of one week's salary for each year of employment up to a maximum of ten (10) weeks salary.

Teachers who are dismissed for just cause, teachers who resign during the school year to accept another position, and teachers who retire, will be exempt from this clause.

Probationary teachers who are terminated because of an abolition of position will receive severance pay in the amount of one week's salary for each year of employment. The week's salary in this section shall be taken from Exhibit "A-1" if terminated prior to July 1, 2007 or from Exhibit "A-2" if terminated prior to July 1, 2008, or from Exhibit "A-3" if terminated prior to July 1, 2009.

28. **PROFESSIONAL STAFF SALARIES**

- A. All professional staff covered by this Agreement are to be paid salaries in accordance with the salary schedules annexed hereto. In 2006-2007 a 3.55% increase shall be applied to the salary schedule on all steps; in 2007-2008 a 3.6% increase shall be applied to the salary schedule on steps 1-15, for step 16, a 3.6% increase shall be applied after adding \$500; and in 2008-2009 a 3.7% increase shall be applied to all steps.

Beginning 2006-2007, Steps 1A, 1B and 1C are eliminated.

- B. Schedule B shall be increased as follows: 2006-2007 3.55%, 2007-2008 3.6%, and 2008-2009 3.7%. Further, the addition of any new positions to Schedule B and modification of up to 5 existing titles therein shall be reviewed by a committee chosen by the Superintendent and the President of the Association no later than June 30th.
- C. Pay for summer institute, summer school and summer project work will be at the rate of 1/200th of MA 1 per day. (Hourly rate = Daily rate ÷ 6 hours).
- D. In the event that the Board wishes to have a student instructed at home after the normal school day, the teacher shall be compensated at the rate of 1/200th of MA 1 per day of instruction (Hourly rate = Daily rate ÷ 6 hours).
- E. Career Increments
 - 1. Career increments - Change notes to Teacher Salary Base accordingly:
 - Note 1 - Career increment Col. I through Col. IIC is \$1,000 for 2006-2007, \$1,036 for 2007-2008, and \$1,074 for 2008-2009, District Service 10 (step 15).
 - Note 2 - Career increment Col. I through Col. IIC is \$1,809 for 2006-2007, \$1,874 for 2007-2008, and \$1,943 for 2008-2009, District Service 20 (step 20).
 - Note 5 - Career increment Col. III through Col. VI is \$2,419 for 2006-2007, \$2,506 for 2007-2008, and \$2,599 for 2008-2009, District Service 11 (step 16).
 - Note 6 - Career increment Col. III through Col. VI is \$3,226 for 2006-2007, \$3,342 for 2007-2008, and \$3,466 for 2008-2009, District Service 15 (step 18).
 - Note 7 - Career increment Col. III through Col. VI is \$4,032 for 2006-2007, \$4,177 for 2007-2008, and \$4,332 for 2008-2009, District Service 20 (step 20).
 - Note 8 - Career increment Col. III through Col. VI is \$4,472 for 2006-2007, \$4,633 for 2007-2008 and \$4,804 for 2008-2009, District Service 25 (step 25)
 - Note 9 - Professional increment - one time payment of \$300 to employees between steps 4-15 who have completed three years of service. The one-time payment of \$300 will apply only to those employed prior to September 2001.

These increments are listed on the salary schedules and noted as Exhibit A-1, Exhibit A-2 and Exhibit A-3.

2. BA schedule (columns I through IIC):

District teachers will receive the career increment upon reaching Step 15 if they are beginning at least their tenth (10th) year of service to the District. District teachers will receive the career increment upon reaching Step 20 if they are beginning at least their twentieth (20th) year of service to the District.

3. MA/Doctorate schedule (Columns III through 6):

District teachers will receive the career increment upon reaching Step 16 if they are beginning at least their eleventh (11th) year of service to the District. District teachers will receive the career increment upon reaching Step 18 if they are beginning at least their fifteenth (15th) year of service to the District. District teachers will receive the career increment upon reaching Step 20 if they are beginning at least their twentieth (20th) year of service to the District.

4. Effective July 1, 1988 for all teachers in the district, "Years of Service" shall mean service with the Hastings-on-Hudson Union Free School District only.

29. **GRIEVANCE PROCEDURE**

Section I - Declaration of Purpose

WHEREAS, the establishment and maintenance of a harmonious and cooperative relationship between the Board of Education and its teachers is essential to the operation of the schools, it is the purpose of this procedure to secure, at the lowest possible administrative level, equitable solutions to alleged grievances through procedures under which members of the recognized unit and/or the Association may present grievances free from coercion, interference, restraint, discrimination or reprisal, and by which the Board of Education (hereinafter sometimes referred to as the Board) and its teachers are afforded adequate opportunity to dispose of their differences without the necessity of time consuming and costly proceedings before administrative agencies and/or in the courts.

Section II - Definitions

- 2.1 A Grievance is a claim by an aggrieved party that there has been a violation, misinterpretation, or improper application of the provisions of this agreement.
- 2.2 The term Supervisor shall mean any department chairman, principal, assistant principal, immediate superior, or other administrative or supervisory officer responsible for the area in which an alleged grievance arises except for the chief executive officer.

- 2.3 The Chief School Officer is the Superintendent of Schools.
- 2.4 Association shall mean Hastings Teachers Association.
- 2.5 Aggrieved Party shall mean the Association and/or any person or group of persons in the negotiating unit filing a grievance.
- 2.6 Party in Interest shall mean any party named in a grievance who is not the aggrieved party.
- 2.7 Hearing Officer shall mean any individual or Board charged with the duty of rendering decisions at any stage on grievances hereunder.
- 2.8 "Teacher" shall mean the Association, an individual or a group of teachers who is alleging the violation or who is similarly affected by the grievance.
- 2.9 "Days" shall mean days on which teachers are required to be in school.

Section III - Procedures

- 3.1 Except at the informal stage, all grievances shall include the name and position of the aggrieved party, the provision of this agreement, etc., involved in the grievance and a general statement of the nature of the grievance and the redress sought by the aggrieved party.
- 3.2 Except for the informal decisions at Stage IA, all decisions shall be rendered in writing at each step of the grievance procedure, setting forth findings of fact, conclusions and supporting reasons therefor. Each decision shall be promptly transmitted to the teacher and the Association.
- 3.3 If a grievance affects a group of teachers or appears to the Association to be associated with system-wide policies, it may be submitted by the Association directly at Stage 2 described below.
- 3.4 The Board of Education and the Association agree to facilitate investigation which may be required and to make available any and all materials and relevant documents, communications and records concerning the alleged grievance.
- 3.5 At the Board stage an aggrieved party and any party in interest shall have the right to confront and cross-examine all witnesses called against him or her, to testify and to call witnesses on his or her own behalf and to be furnished with a copy of any minutes of the proceedings made at each and every stage of this grievance procedure.

- 3.6 No interference, coercion, restraint, discrimination or reprisal of any kind will be taken by the Board or by any member of the Administration against the aggrieved party, any party in interest, any representative, any other participant in the grievance procedure or any other person by reason of such grievance or participation therein.
- 3.7 Forms for filing grievances, serving notices, taking appeals, and making reports and recommendations and other necessary documents, will be developed by the Association. The Chief Executive Officer shall then have them printed and distributed so as to facilitate operation of the grievance procedure. (Printing costs will be shared.)
- 3.8 All documents, communications and records dealing with the processing of a grievance shall be filed separately from the personnel files of the participants.
- 3.9 Nothing contained herein will be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the administration and having said matter informally adjusted without intervention of the Association, provided the adjustment is not inconsistent with terms of this Agreement and the Association has been given an opportunity to be present at such adjustment and to state its views. In the event that any grievance is adjusted without formal determination, pursuant to this procedure, while such adjustment shall be binding upon the aggrieved party and shall, in all respects be final, said adjustment shall not create a precedent or ruling binding upon either of the parties to this agreement in future proceedings.
- 3.10 The grievant may choose whomever he or she wishes to represent him or her at Stages I, II and III of this procedure, except that such representative may not be a representative of a competing employee organization.
- 3.11 Any teacher to whom Stage I does not apply shall have immediate recourse to Stage II of the grievance procedure.

Section IV - Time Limits

- 4.1 Since it is important to good relationships that grievances be processed as rapidly as possible, every effort will be made by all parties to expedite the process. The time limits specified for either party may be extended only by mutual agreement.
- 4.2 No written grievance will be entertained as described below, and such grievance will be deemed waived unless written grievance is forwarded at the first available stage within thirty (30) school days after the teacher knew or should have known of the act or condition on which the grievance is based.

- 4.3 If a decision at one stage is not appealed to the next stage of the procedure within the time limit specified, the grievance will be deemed to be discontinued and further appeal under this agreement shall be barred.
- 4.4 Failure at any stage of the grievance procedure to communicate a decision to the aggrieved party, his or her representatives and the Association within the specified time limit shall permit the lodging of an appeal at the next stage of the procedure within the time which would have been allotted had the decision been communicated by the final day.
- 4.5 In the event a grievance is filed on or after June 1, upon request by or on behalf of the aggrieved party, the time limits set forth herein will be reduced pro rata so that the grievance procedure may be exhausted prior to the end of the school term or as soon thereafter as possible.

Section V - Stages of Grievance

5.1 Stage 1: Supervisor

- a) A teacher having a grievance will discuss it with his or her supervisor, either directly or through a representative, with the objective of resolving the matter informally. The supervisor will confer with all parties in interest but, in arriving at his or her decision, will not consider any material or statements offered by or on behalf of any such party in interest with whom consultation has been had without the aggrieved party or his or her representative present. If the teacher submits the grievance through a representative, the teacher may be present during the discussion of the grievance.
- b) If the grievance is not resolved informally, it shall be reduced to writing and presented to the supervisor. Within ten (10) school days after the written grievance is presented to him or her, the supervisor shall, without any further consultation with the aggrieved party or any party in interest, render a decision thereon, in writing, and present it to the teacher, his representative and the Association.

5.2 Stage 2: Chief Executive Officer

- a) If the teacher initiating the grievance and/or the Association are not satisfied with the written decision at the conclusion of Stage 1, a written appeal of the decision at Stage 1 with the Chief Executive Officer may be filed within ten (10) school days after the teacher has received such written decision. Copies of the written decision at Stage 1 shall be submitted with the appeal.

- b) Within ten (10) school days after receipt of the appeal, the Chief Executive Officer, or his duly authorized representative shall hold a hearing with the teacher, his or her representative and all other parties in interest.
- c) The Chief Executive Officer shall render a decision in writing to the teacher, his or her representative and the Association within ten (10) school days after the conclusion of the hearing.

5.3 Stage 3: Board of Education

- a) If the teacher and/or the Association are not satisfied with the decision at Stage 2, an appeal may be filed in writing with the Board of Education within fifteen (15) school days after receiving the decision at Stage 2. The official grievance record maintained by the Chief Executive Officer may be available for the Board of Education.
- b) Within ten (10) school days after receipt of an appeal, the Board of Education or a committee thereof, shall hold a hearing on the grievance. The hearing shall be conducted in executive session.
- c) Within ten (10) school days after the conclusion of the hearing, the Board of Education shall render a decision, in writing, on the grievance. Such decision shall be promptly transmitted to the grievant and all parties in interest.

5.4 Stage 4: Arbitration

- a) If the Association is not satisfied with the decision of the case at Stage 3, or if no decision has been rendered within ten (10) school days, the Association may within ten (10) school days of the Board's decision or twenty (20) school days of its meeting with the Board, submit the grievance to arbitration by written notice to the Board. A demand for arbitration must be filed with the American Arbitration Association within twenty (20) school days of the Board's decision at Stage 3.
- b) After the demand for arbitration has been made, the parties agree to be bound by the Rules of the American Arbitration Association.
- c) The Expedited Labor Arbitration Rules of the American Arbitration Association will be used upon mutual agreement.
- d) The power of the arbitrator stems from this agreement and his or her function is to pass upon alleged violations of this agreement and any disputes with respect to its meaning or application. He or she shall have no power to add to, subtract from or modify any

of the terms of this agreement, nor shall he or she have any power or authority to make any decision that requires the commission of any act prohibited by law or that is violative of any of the terms of this Agreement. However, none of the above shall be interpreted so as to prohibit the arbitrator from determining an appropriate remedy if he or she finds a violation of the agreement.

- e) The decision of the arbitrator shall be submitted to the Board and the Association, and subject to law, shall be final and binding on all parties to the proceeding during the duration of this Agreement.
- f) The Board and the Association agree that they will be bound by arbitrator's decision previously rendered in all substantially similar situations.
- g) Should any costs arise for the services of an arbitrator, they shall be borne equally by the Board and the Association.

30. **NOTIFICATION OF ASSIGNMENT**

As early as possible and desirably prior to the 1st of June, teachers will be informed of their assignments for the following September. Notification will include the following information:

- 1. Subject(s) to be taught;
- 2. Grades of subjects to be taught;
- 3. Specialized duties or assignments including homeroom, or other educationally oriented tasks;
- 4. Any additional available and necessary information which the teacher might reasonably require in making plans for the assumption of the responsibilities of the assignment.

If there is a significant last minute change, a conference between the principal and the teacher will take place to discuss the change.

31. **COMPOUND SESSIONS**

In the event of double session, split sessions, overlapping sessions or any other sessions other than those covered by this agreement, all attendant working conditions will be re-defined only by mutual agreement.

32. **SAVINGS CLAUSE**

If any provision of this contract shall be held contrary to law, then such provision shall not be applicable or performed or enforced, except to the extent permitted by law. Substitute provisions shall be negotiated by the parties in such a manner as to retain the equities of the original provision. All other provisions of the contract shall continue in effect.

33. **LUNCHTIME DUTIES**

Cafeteria duty will be supervised by one individual at Hillside only if there is a teacher volunteer, two per lunch period at the Middle School, and one at the High School as per Schedule B. Exceptions will be mutually agreed upon by the Association and the Administration.

34. **NO DISCRIMINATION**

As per its obligations under law, the Board of Education agrees that it will not discriminate on the basis of race, gender, religion, age, sexual orientation, marital status and national origin. Nothing in the foregoing sentence, however, shall operate to deprive the Board of any rights it may have under the New York State Teachers Retirement System Law.

35. **JOB SECURITY**

A teacher who has been excessed due to the elimination of positions may submit an application for a vacant position(s) in the District at the time of his or her excessing provided that he or she possesses adequate preparation for the position(s) in question and is also in possession of an appropriate teaching certificate. Notice of available positions will be given directly to excessed teachers as they become known to the District. Applications by interested teachers must be made within ten (10) school days of such notice.

An excessed teacher who indicates an interest in vacant positions and who is qualified as set forth above will be given first consideration for the vacant positions for which he or she has shown an interest. If the excessed teacher is not hired into a vacancy he or she will be provided first opportunity for per diem substitute service.

36. **STUDENT DISCIPLINE**

A teacher may refer to the building principal or his or her designated representative any pupil whose conduct disrupts the learning process of the class. As soon as possible and, when feasible, no later than one full school day after such referral is made, the teacher initiating the referral shall present to the principal a written report of the incident. Within 10 school days the principal shall inform the teacher of the disposition of the incident.

37. **DUES DEDUCTION AND AGENCY SHOP**

1. Dues deduction as authorized and certified by the HTA shall be continuous unless revoked by a member of the bargaining unit. Dues deductions shall be authorized on a statement to be signed by the teacher.
2. The District agrees to remit to the HTA all monies deducted within a month after said deductions are made. The HTA agrees to indemnify the District and save it harmless from liability that may arise from deductions made pursuant to this provision. The HTA shall notify the District annually of the amount to be deducted for each member.
3. Agency Shop
 1. The District shall deduct from the wage or salary of employees in the bargaining unit represented by the Hastings Teachers Association who are not members of the Hastings Teachers Association/New York State United Teachers/and American Federation of Teachers the amount equivalent to the dues levied by the Hastings Teachers Association, New York State United Teachers/and American Federation of Teachers and shall transmit the sum so deducted to the Hastings Teachers Association, in accordance with Chapters 677 and 678 of the Laws of 1977 of the State of New York. The monies so deducted shall be transmitted to the Association at the same time and in the same manner as dues deducted from the Association members.
 2. The Hastings Teachers Association affirms that it has adopted such procedure for refund of agency shop fee deduction as required in Section 3 of Chapters 677 and 678 of the Laws of 1977 of the State of New York.
 3. The Association agrees to indemnify the District and save it harmless from liability that may arise from refunds of agency shop fee deductions made pursuant to this provision.
 4. The Association shall notify the District annually of the amount equivalent to the annual unified dues to be deducted for each non-member.

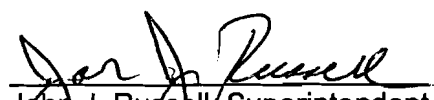
38. **DURATION**

This agreement shall become effective on July 1, 2006 and shall remain in effect through June 30, 2009. Thereafter, it shall continue in effect unless and until amended or superseded. Any amendments to the Agreement must be in writing and signed by both parties.

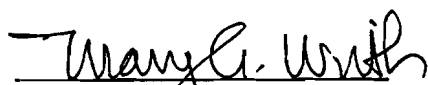
IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

IN WITNESS WHEREOF, this Agreement has been signed on the date below written.

BOARD OF EDUCATION OF THE
HASTINGS-ON-HUDSON UNION FREE SCHOOL DISTRICT

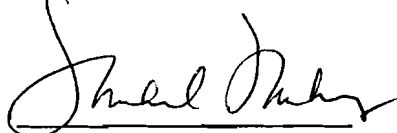

John J. Russell, Superintendent
Hastings-on-Hudson U.F.S.D.

6/16/06
Date


Mary A. Wirth, President
Board of Education

06.19.06
Date

HASTINGS TEACHERS ASSOCIATION


Michael Mahony
President

6/16/06
Date

HASTINGS-ON-HUDSON U.F.S.D.
Hastings-on-Hudson, New York 10706

SIDE LETTER

**Agreement between
Board of Education and the
Hastings Teachers Association**

**SUBJECT: Farragut Middle School Experiment
2006-2009 School Years**

Having received approval by the State Education Department for the Middle School to be an experiment in school organization, the following shall constitute a pilot program for the period July 1, 2006 to June 30, 2009 which is hereby agreed to between the District and the Hastings Teachers Association:

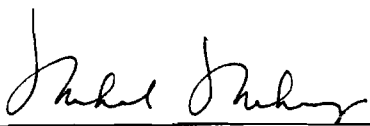
Regarding Seniority Status:

Seniority lines for secondary and elementary teachers will remain intact even though a 7-12 certified secondary teacher may be assigned to a 5th or 6th grade elementary position or an elementary teacher may be assigned to teach in a 7th or 8th grade secondary position. In other words teachers will continue to build their seniority in the area where they have achieved tenure. Newly hired teachers will build seniority in the tenure area of their probationary appointment, regardless of where they are teaching in the grades 5-6-7-8.

Given the intent of the experiment, which is the creation of a four grade middle school faculty with flexibility to assign teachers among the four grades, the district agrees to seek either secondary (7-12) volunteers for the assignment to the fifth or sixth grade, or elementary (K-6) volunteers for assignment to the seventh or eighth grades. Every reasonable effort will be made to assign from among the volunteers; however, the District retains the right of assignment. Assignments will be educationally appropriate.

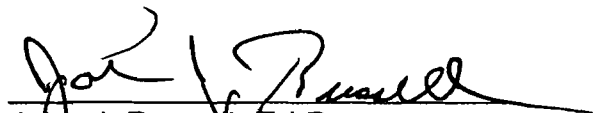
DATED: June 6, 2006

**FOR THE HASTINGS TEACHERS
ASSOCIATION**



Michael Mahony, President
Hastings Teachers Association

**FOR THE HASTINGS-ON-HUDSON
UNION FREE SCHOOL DISTRICT**



John J. Russell, Ed.D.
Superintendent of Schools

HASTINGS-ON-HUDSON U.F.S.D.
Hastings-on-Hudson, New York 10706

SIDE LETTER

**Agreement between
Board of Education and the
Hastings Teachers Association**

**SUBJECT: Modified Block Schedule
2006-2009 School Years**

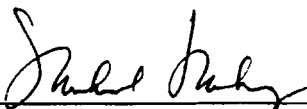
For the 2006-2009 school years, the High School will implement a modified block schedule in which classes will be organized into 40-minute and 80-minute instructional periods. The schedule will have one day of 40-minute periods for nine periods followed by two days of four 80-minute periods with a 40-minute period in the middle of the day. In the items below, the 80-minute instructional period is referred to as a block.

In the implementation of this schedule, the District and the Hastings Teachers Association agree to the following:

- A. The modified block schedule proposed for the 2006-2009 school years is experimental and as such the following is understood:
 - 1) That its adoption of a six period instructional day, which occurs when a teachers' day includes three instructional blocks, does not set any precedent.
 - 2) That teachers will not have any duties on those days when they teach three blocks (six periods).
 - 3) That specials will not teach more than 240 minutes, that is three blocks or the equivalent of six 40-minute periods, on any day of the schedule.
- B. Furthermore, every effort will be made to ensure that teachers on any day other than those with three instructional blocks will have a maximum of one 40-minute duty.
- C. This side letter will expire on June 30, 2009.

DATED: June 20, 2006

FOR THE HASTINGS TEACHERS
ASSOCIATION



Michael Mahony, President
Hastings Teachers Association

FOR THE HASTINGS-ON-HUDSON
UNION FREE SCHOOL DISTRICT



John J. Russell, Ed.D.
Superintendent of Schools

HASTINGS - ON - HUDSON PUBLIC SCHOOLS

Exhibit A-1

TEACHER SALARY BASE 2006 - 2007

Step	I BA	IA BA + 10	IB BA + 20	II BA + 30	III MA	IIIA MA + 10	IIIB MA + 20	IV MA + 30	IVA MA + 40	IVB MA + 50	V MA + 60	VI DR
1	47,767	48,868	49,964	51,075	52,853	54,547	56,241	57,933	59,627	61,320	63,017	64,709
2	49,884	50,991	52,095	53,185	55,399	57,087	58,783	60,483	62,176	63,870	65,563	67,263
3	52,015	53,107	54,204	55,305	57,933	59,627	61,320	63,017	64,709	66,411	68,104	69,795
4	54,125	55,220	56,324	57,430	60,483	62,176	63,870	65,563	67,263	68,958	70,648	72,342
5	56,241	57,345	58,439	59,547	63,017	64,708	66,411	68,104	69,798	71,499	73,195	74,883
6	57,933	59,040	60,134	61,239	65,563	67,264	68,958	70,648	72,342	74,030	75,726	77,421
7	59,627	60,736	61,832	62,934	68,104	69,795	71,499	73,195	74,883	76,579	78,269	79,972
8	61,320	62,426	63,522	64,631	70,648	72,342	74,030	75,726	77,421	79,120	80,820	82,519
9	63,017	64,125	65,217	66,329	73,195	74,884	76,603	78,269	79,972	81,661	83,353	85,052
10	64,709	65,818	66,913	68,021	75,726	77,421	79,120	80,820	82,519	84,202	85,902	87,592
11	66,411	67,510	68,614	69,709	78,269	79,972	81,661	83,348	85,052	86,742	88,446	90,139
12	68,991	70,097	71,193	72,291	80,820	82,519	84,202	85,902	87,592	89,290	90,976	92,682
13					83,353	85,052	86,742	88,446	90,139	91,835	93,489	95,221
14					85,902	87,592	89,290	90,976	92,682	94,377	96,072	97,770
15					93,377	95,115	96,863	98,600	100,353	102,089	103,839	105,582
16					95,244	97,017	98,800	100,572	102,360	104,131	105,916	107,694
17												
18												
19												
20												

Notes to Teacher Salary Base 2006 - 2007

1. Career increment Col. I through Col. IIC is \$1000, District Service -10 (step 15)
2. Career increment Col. I through Col. IIC is \$1809, District Service -20 (step 20)
3. Employees hired prior to 1978 are eligible for advancement on original schedule IIA, IIB and IIC
4. Career increment from Col. III through Col. VI is not additive
5. Career increment Col. III through Col. VI is \$2419, District Service - 11 (Step 16)
6. Career increment Col. III through Col. VI is \$3226, District Service - 15 (Step 18)
7. Career increment Col. III through Col. VI is \$4032, District Service - 20 (Step 20)
8. Career increment Col. III through Col. VI is \$4472, District Service - 25 (Step 25)

HASTINGS - ON - HUDSON PUBLIC SCHOOLS

Exhibit A-1

TEACHER SALARY BASE 2006 - 2007

Step	I BA + 40	IA BA + 50	IB BA + 60
1A	47,821	48,916	50,022
1B	49,272	50,366	51,472
1C	50,726	51,820	52,923
1	52,176	53,271	54,376
2	54,297	55,399	56,495
3	56,406	57,516	58,612
4	58,524	59,627	60,736
5	60,650	61,745	62,846
6	62,345	63,447	64,548
7	64,036	65,135	66,242
8	65,732	66,835	67,934
9	67,429	68,523	69,630
10	69,125	70,220	71,318
11	70,823	71,920	73,016
12	73,401	74,492	75,596
13			
14			
15			
16			
17			
18			
19			
20			

Notes to Teacher Salary Base 2006 - 2007

1. Career increment Col. I through Col. IIC is \$1000, District Service -10 (step 15)
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6. Career increment Col. III through Col. VI is \$3226, District Service - 15 (Step 18)
7. Career increment Col. III through Col. VI is \$4032, District Service - 20 (Step 20)
8. Career increment Col. III through Col. VI is \$4472, District Service - 25 (Step 25)

HASTINGS - ON - HUDSON PUBLIC SCHOOLS

Exhibit A-2

TEACHER SALARY BASE 2007 - 2008

Step	I BA	IA BA + 10	IB BA + 20	II BA + 30	III MA	IIIA MA + 10	IIIB MA + 20	IV MA + 30	IVA MA + 40	IVB MA + 50	V MA + 60	VI DR
1	49,487	50,627	51,763	52,914	54,756	56,511	58,266	60,019	61,774	63,528	65,286	67,039
2	51,680	52,827	53,970	55,100	57,393	59,142	60,899	62,660	64,414	66,169	67,923	69,684
3	53,888	55,019	56,155	57,296	60,019	61,774	63,528	65,286	67,039	68,802	70,556	72,308
4	56,074	57,208	58,352	59,497	62,660	64,414	66,169	67,923	69,684	71,440	73,191	74,946
5	58,266	59,409	60,543	61,691	65,286	67,037	68,802	70,556	72,311	74,073	75,830	77,579
6	60,019	61,165	62,299	63,444	67,923	69,686	71,440	73,191	74,946	76,695	78,452	80,208
7	61,774	62,922	64,058	65,200	70,556	72,308	74,073	75,830	77,579	79,336	81,087	82,851
8	63,528	64,673	65,809	66,958	73,191	74,946	76,695	78,452	80,208	81,968	83,730	85,490
9	65,286	66,434	67,565	68,717	75,830	77,580	79,361	81,087	82,851	84,601	86,354	88,114
10	67,039	68,187	69,322	70,470	78,452	80,208	81,968	83,730	85,490	87,233	88,994	90,745
11	68,802	69,940	71,084	72,219	81,087	82,851	84,601	86,349	88,114	89,865	91,630	93,384
12	71,475	72,620	73,756	74,893	83,730	85,490	87,233	88,994	90,745	92,504	94,251	96,019
13					86,354	88,114	89,865	91,630	93,384	95,141	96,855	98,649
14					88,994	90,745	92,504	94,251	96,019	97,775	99,531	101,290
15					96,739	98,539	100,350	102,150	103,966	105,764	107,577	109,383
16					99,191	101,028	102,875	104,711	106,563	108,398	110,247	112,089
17												
18												
19												
20												

Notes to Teacher Salary Base 2007 - 2008

1. Career increment Col. I through Col. IIC is \$1036, District Service -10 (step 15)
2. Career increment Col. I through Col. IIC is \$1874, District Service -20 (step 20)
3. Employees hired prior to 1978 are eligible for advancement on original schedule IIA, IIB and IIC
4. Career increment from Col. III through Col. VI is not additive
5. Career increment Col. III through Col. VI is \$2506, District Service - 11 (Step 16)
6. Career increment Col. III through Col. VI is \$3342, District Service - 15 (Step 18)
7. Career increment Col. III through Col. VI is \$4177, District Service - 20 (Step 20)
8. Career increment Col. III through Col. VI is \$4633, District Service - 25 (Step 25)

HASTINGS - ON - HUDSON PUBLIC SCHOOLS

Exhibit A-2

TEACHER SALARY BASE 2007 - 2008

Step	IIA BA + 40	IIB BA + 50	IIC BA + 60
1A	49,543	50,677	51,823
1B	51,046	52,179	53,325
1C	52,552	53,686	54,828
1	54,054	55,189	56,334
2	56,252	57,393	58,529
3	58,437	59,587	60,722
4	60,631	61,774	62,922
5	62,833	63,968	65,108
6	64,589	65,731	66,872
7	66,341	67,480	68,627
8	68,098	69,241	70,380
9	69,856	70,990	72,137
10	71,614	72,748	73,885
11	73,373	74,509	75,645
12	76,043	77,174	78,317
13			
14			
15			
16			
17			
18			
19			
20			

Notes to Teacher Salary Base 2007 - 2008

1. Career increment Col. I through Col. IIC is \$1036, District Service -10 (step 15)
2. Career increment Col. I through Col. IIC is \$1874, District Service -20 (step 20)
3. Employees hired prior to 1978 are eligible for advancement on original schedule IIA, IIB and IIC
4. Career increment from Col. III through Col. VI is not additive
5. Career increment Col. III through Col. VI is \$2506, District Service - 11 (Step 16)
6. Career increment Col. III through Col. VI is \$3342, District Service - 15 (Step 18)
7. Career increment Col. III through Col. VI is \$4177, District Service - 20 (Step 20)
8. Career increment Col. III through Col. VI is \$4633, District Service - 25 (Step 25)

STIPEND/STEP RANGE

POSITION	1-2	3-4	5-6	7-8	STIPEND
Volleyball -					
Varsity	\$4,994	\$5,456	\$6,002	\$6,655	
JV	\$3,371	\$3,731	\$4,100	\$4,517	
Modified	\$2,453	\$2,858	\$2,933	\$3,207	
Co-ed	\$959	\$1,059	\$1,165	\$1,279	
Wrestling -					
Varsity	\$4,994	\$5,456	\$6,002	\$6,655	
JV or Assistant Coaches	\$3,371	\$3,731	\$4,100	\$4,517	
Coaching Index (Sports other than Football and Basketball)					
JV or Assistant Coaches	\$3,999	\$4,308	\$4,836	\$5,319	
M.S. & Freshman Coaches	\$2,865	\$3,308	\$3,425	\$3,751	
Cheerleading - per season					
Varsity and JV	\$1,402	\$1,542	\$1,697	\$1,862	
Hudsonettes - per season	\$801	\$878	\$965	\$1,066	
Twirlers - per season	\$801	\$878	\$965	\$1,066	
High School Intramurals -					\$47/hour
Miscellaneous Sports					\$47/hour
Weight Room					
Fitness Club					\$47/hour
Basketball (Fall)					\$47/hour
Fitness (Spring)					\$47/hour
Wrestling					\$47/hour
Girls' Basketball					\$47/hour

The following extra pay positions are excluded from the re-assignment exemption. In the event that volunteers are not available, staff will be assigned by the building principal on an equitable rotating basis

Position	Stipend
Chaperones	\$88
Overnight Chaperones (per night)	\$129

If a field trip extends beyond 6:00 p.m., the teacher will receive the Chaperone Stipend.

STIPEND/STEP RANGE

POSITION	1-2	3-4	5-6	7-8	STIPEND
Soccer -					
Boys' Varsity	\$4,994	\$5,456	\$6,002	\$6,655	
Boys' JV	\$3,371	\$3,731	\$4,100	\$4,517	
Boys' Modified	\$2,453	\$2,858	\$2,933	\$3,207	
Girls' Varsity	\$4,994	\$5,456	\$6,002	\$6,655	
Girls' JV	\$3,371	\$3,731	\$4,100	\$4,517	
Girls' Modified	\$2,453	\$2,858	\$2,933	\$3,207	
Intramural - Fall, Coed					\$47/hour
Intramural - Winter, Coed					\$47/hour
Tennis -					
Boys' Varsity	\$3,257	\$3,582	\$3,941	\$4,336	
Boys' JV	\$1,792	\$1,971	\$2,167	\$2,384	
Boys' Modified	\$1,304	\$1,432	\$1,572	\$1,731	
Girls' Varsity	\$3,257	\$3,582	\$3,941	\$4,336	
Girls' JV	\$1,792	\$1,971	\$2,167	\$2,384	
Girls' Modified	\$1,304	\$1,432	\$1,572	\$1,731	
Track -					
Varsity Cross Country	\$4,994	\$5,456	\$6,002	\$6,655	
Cross Country Ass't Coach	\$3,371	\$3,731	\$4,100	\$4,517	
Varsity - Winter Indoor	\$4,994	\$5,456	\$6,002	\$6,655	
Winter - Ass't Coach	\$3,371	\$3,731	\$4,100	\$4,517	
Varsity - Spring	\$4,994	\$5,456	\$6,002	\$6,655	
Spring - Ass't Coach	\$3,371	\$3,731	\$4,100	\$4,517	
Modified	\$2,453	\$2,858	\$2,933	\$3,207	

SPORTS

Exhibit B-3

STIPEND/STEP RANGE

POSITION	1-2	3-4	5-6	7-8	STIPEND
Athletic Director					\$9,372
Baseball -					
Varsity	\$4,994	\$5,456	\$6,002	\$6,655	
JV	\$3,371	\$3,731	\$4,100	\$4,517	
Modified	\$2,453	\$2,858	\$2,933	\$3,207	
Basketball -					
Boys' Varsity - Head Coach	\$5,329	\$5,860	\$6,446	\$7,093	
Boys' JV or Assistant Coaches	\$3,999	\$4,308	\$4,836	\$5,319	
Boys' Modified "A"	\$2,865	\$3,308	\$3,425	\$3,751	
Boys' Modified "B"	\$2,865	\$3,308	\$3,425	\$3,751	
Girls' Varsity - Head Coach	\$5,329	\$5,860	\$6,446	\$7,093	
Girls' JV or Assistant Coaches	\$3,999	\$4,308	\$4,836	\$5,319	
Girls' Modified	\$2,865	\$3,308	\$3,425	\$3,751	
Field Hockey -					
Varsity	\$4,994	\$5,456	\$6,002	\$6,655	
JV	\$3,371	\$3,731	\$4,100	\$4,517	
Modified	\$2,453	\$2,858	\$2,933	\$3,207	
Golf -					
Varsity	\$3,371	\$3,731	\$4,100	\$4,517	
JV	\$2,453	\$2,858	\$2,933	\$3,207	
Football -					
Varsity - Head Coach	\$5,329	\$5,860	\$6,446	\$7,093	
Varsity - Assistant Coaches (3)	\$3,999	\$4,308	\$4,836	\$5,319	
Modified - Head Coach	\$3,999	\$4,308	\$4,836	\$5,319	
Modified - Assistant Coach	\$2,865	\$3,308	\$3,425	\$3,751	
Gymnastics -					
Varsity	\$4,994	\$5,456	\$6,002	\$6,655	
JV	\$3,371	\$3,731	\$4,100	\$4,517	
Softball -					
Varsity	\$4,994	\$5,456	\$6,002	\$6,655	
JV	\$3,371	\$3,731	\$4,100	\$4,517	
Modified	\$2,453	\$2,858	\$2,933	\$3,207	
Ultimate Frisbee	\$1,202	\$1,321	\$1,452	\$1,599	
Lacrosse -					
Varsity	\$5,329	\$5,860	\$6,446	\$7,093	
JV	\$3,999	\$4,308	\$4,836	\$5,319	
Modified	\$2,865	\$3,308	\$3,425	\$3,751	

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
Environmental Club Advisor	\$1,502	\$1,700	\$1,816	\$1,997
High School Chess Club	\$1,202	\$1,321	\$1,452	\$1,599
Math Club Advisor	\$1,202	\$1,321	\$1,452	\$1,599
Mock Trial Advisor	\$1,202	\$1,321	\$1,452	\$1,599
Music Director	\$3,159	\$3,476	\$3,822	\$4,242
Academic Challenge + hourly chaperone rate with prior admin. approval (2 positions A&B))	\$600	\$660	\$726	\$797
National Art Honor Society Advisor + hourly chaperone rate with prior administrative approval	\$600	\$660	\$726	\$797
National Honor Society Advisor + hourly	\$600	\$660	\$726	\$797
Peer Counseling Advisors	\$750	\$879	\$909	\$997
Student Union Advisors	\$2,218	\$2,436	\$2,681	\$2,951
Thesplan Honor Society Advisor + hourly chaperone rate with prior administrative approval	\$600	\$660	\$726	\$797
Amnesty International Advisor	\$1,502	\$1,700	\$1,816	\$1,997
WESTMUNC Advisor	\$1,502	\$1,700	\$1,816	\$1,997
Writing Contest Advisor	\$1,202	\$1,321	\$1,452	\$1,599
SADD Advisor	\$750	\$879	\$909	\$997
Stage Manager, Winter Play	\$989	\$1,088	\$1,197	\$1,317
Stage Manager, Spring Play	\$989	\$1,088	\$1,197	\$1,317
Gay Straight Alliance Advisor	\$750	\$879	\$909	\$997
Technology Group Advisor	\$1,202	\$1,321	\$1,452	\$1,599
Speaker of Other Languages Club Advisor	\$750	\$879	\$909	\$997
Outing Club	\$750	\$879	\$909	\$997
Origami Club	\$750	\$879	\$909	\$997
Advisor for Habitat for Humanity	\$1,502	\$1,705	\$1,816	\$1,997
Advisor to Akzo Nobel Community Advisory Panel	\$600 *	\$660 *	\$726 *	\$797 *
Spirit Committee Advisor	Hourly chaperone rate with prior administrative approval			

HIGH SCHOOL/MIDDLE SCHOOL

STIPEND/STEP RANGE

POSITION	1-2	3-4	5-6	7-8	STIPEND
Computer Lab Supervisor					\$24/hour
Guidance Counselors and Psychologists	1/200th of their current annual salary for each day worked beyond the normal school year. Counselors may be required to work from 6-10 days as assigned by the principal and approved by the superintendent.				

* plus hourly chaperone rate with prior administrative approval

STIPEND

POSITION	STIPEND
Director of Guidance	\$9,372
Special Education Coordinator	\$4,000
Lunch Supervisor	\$3,119
Open Gym Supervisor (HS Lunch)	\$3,119
Morning Detention Supervisor	\$3,119
Marching/Pep Band Director	\$88 per approved session
News Show (WHHS)	\$2,989
TV Journalism Advisor	\$47 per Hour - Max. \$4,651
Peer Leadership Advisors (3) + overnight chaperone fee with prior administrative approval	\$2,762
Open Mike Advisor, with prior approval of High School Principal may be eligible for chaperone pay	
Peer Leadership Coordinator + overnight chaperone fee with prior administrative approval	\$3,180

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
Grade 9 Advisor	\$896	\$990	\$1,091	\$1,198
Grade 10 Advisor	\$896	\$990	\$1,091	\$1,198
Grade 11 Advisor	\$896	\$990	\$1,091	\$1,198
Grade 12 Advisor	\$1,798	\$1,979	\$2,179	\$2,395
Students Activities Comptroller	\$4,166	\$4,583	\$5,039	\$5,542
Dance Club Advisor	\$1,600	\$1,759	\$1,936	\$2,128
Debate Coach	\$2,556	\$2,812	\$3,091	\$3,402
Activities Director	\$3,085	\$3,382	\$3,675	\$3,977
After School Art Open Studio Advisor	\$1,600	\$1,759	\$1,936	\$2,128
Newspaper Advisor	\$2,218	\$2,436	\$2,681	\$2,891
Play Director - Drama	\$3,159	\$3,476	\$3,822	\$4,242
Play Director - Musical	\$3,159	\$3,476	\$3,822	\$4,242
Yearbook Advisor	\$3,304	\$3,627	\$3,996	\$4,393
Interact Club Advisor	\$1,202	\$1,321	\$1,452	\$1,599
International Club Advisor	\$1,502	\$1,700	\$1,816	\$1,997
Concert Band Director	\$1,600	\$1,759	\$1,936	\$2,128
Jazz Band Director	\$2,400	\$2,637	\$2,905	\$3,195
Literary Magazine/Writing Contest Advisor	\$2,648	\$2,865	\$3,110	\$3,320
Madrigal Choir	\$2,400	\$2,637	\$2,905	\$3,195
Moderator of Film Society	\$1,600	\$1,759	\$1,936	\$2,128
World of Difference Moderator MS/HS	\$1,600	\$1,759	\$1,936	\$2,128

STIPEND

POSITION	STIPEND
Grade 5 Coordinator	\$4,000
Grade 6 Coordinator	\$4,000
Grade 6/7 Coordinator	\$4,000
Grade 7 Coordinator	\$4,000
Grade 8 Coordinator	\$4,000
Coordinator of Advisory Program	\$1,435
Lunch Supervisor	\$3,119
Lunch Supervisor	\$3,119
Lunch Supervisor	\$3,119
Lunch Supervisor	\$3,119
Support Team Coordinator	\$4,000
Detention Supervisor	\$47/hour

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
After School Art Open Studio Advisor	\$1,600	\$1,759	\$1,936	\$2,128
Environmental Club Advisor	\$1,502	\$1,700	\$1,816	\$1,997
Jazz Band Director	\$1,374	\$1,512	\$1,663	\$1,827
Jr. Student Council Advisor -Gr. 5/6	\$2,261	\$2,450	\$2,652	\$2,885
Jr. Student Council Advisor -Gr. 7/8	\$2,261	\$2,450	\$2,652	\$2,885
Music Director - Play - Gr. 5/6	\$2,747	\$3,021	\$3,324	\$3,656
Music Director - Play - Gr. 7/8	\$2,747	\$3,021	\$3,324	\$3,656
Newspaper Advisor	\$1,136	\$1,123	\$1,234	\$1,355
Play Director - Gr. 5/6	\$2,747	\$3,021	\$3,324	\$3,656
Play Director - Gr. 7/8	\$2,747	\$3,021	\$3,324	\$3,656
Stage Manager - Gr. 5/6	\$989	\$1,088	\$1,197	\$1,317
Stage Manager - Gr. 7/8	\$989	\$1,088	\$1,197	\$1,317
Yearbook Advisor	\$2,249	\$2,476	\$2,722	\$2,994
Middle School Chess Club	\$1,202	\$1,321	\$1,452	\$1,599
Middle School Math Club	\$1,202	\$1,321	\$1,452	\$1,599
Activities Comptroller	\$2,261	\$2,450	\$2,652	\$2,885
Diversity Club	\$1,600	\$1,759	\$1,936	\$2,128
Select Chorus - Gr. 5/6	\$1,600	\$1,759	\$1,936	\$2,128
Spirit Committee Advisor	Hourly chaperone rate with prior administrative approval			
Arts Extravaganza Coordinator	\$1,600	\$1,759	\$1,936	\$2,128
MS Book Club Advisor	\$600	\$660	\$726	\$797
MS Knitting Club	\$600	\$660	\$726	\$797

If a staff member is assigned to any one of the following Schedule B extra pay positions on a non-voluntary basis, that staff member shall be exempt from reassignment on a non-voluntary basis.

Exhibit B-3

Stipends on Schedule B are a definite figure or are stated between Steps 1 - 8.

ELEMENTARY SCHOOL

STIPEND

POSITION	STIPEND
Kindergarten Coordinator	\$4,000
Grade 1 Coordinator	\$4,000
Grade 2 Coordinator	\$4,000
Grade 3 Coordinator	\$4,000
Grade 4 Coordinator	\$4,000
Special Education Coordinator	\$4,000
Hillside Technology/Staff Developer	\$1,913
Special Area Coordinator	\$621
Lunch Supervisor	\$3,119
Librarian	\$694

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
After School Art Open Studio Advisor -per section (3 sections)-	\$1,600	\$1,759	\$1,936	\$2,128
Elementary Play	\$2,333	\$2,569	\$2,826	\$3,109
Elementary Chorus	\$1,600	\$1,759	\$1,936	\$2,128
Elementary Dance	\$1,600	\$1,759	\$1,936	\$2,128
Elementary Musical	\$2,333	\$2,569	\$2,826	\$3,109
Elementary Post Office-per position	\$1,404	\$1,545	\$1,699	\$1,870
Student Government Advisor	\$1,404	\$1,545	\$1,699	\$1,870
Yearbook Advisor	\$2,249	\$2,476	\$2,722	\$2,989
Hillside Bookstore	\$1,404	\$1,545	\$1,699	\$1,870

2008-2009 SCHEDULE B POSITIONS

Extra Pay for Extra Work Agreement

Exhibit B-3

Before making assignments to co-curricular and extra pay positions, the administration shall ask for volunteers and shall carefully consider the qualifications of any such volunteer. However, assignments from this list shall be made on the basis of the administration's decision as to who is the most appropriate individual for the particular job. The Superintendent and the President of HTA will meet once a year to evaluate Schedule B. Stipends on Schedule B are a definite figure or are stated between Steps 1 - 8.

Position	Stipend
Chair (1 School)	\$4,000
Chair (2 or more Schools)	\$5,001
Chair, English, 6-12	\$5,001
Chair, Foreign Lang., 5-12	\$5,001
Chair, Mathematics, 6-12	\$5,001
Chair, Music & Art, K-12	\$5,001
Chair, PE/Health, K-12	\$5,001
Chair, Related Arts, 6-12	\$5,001
Chair, Science, 6-12	\$5,001
Chair, Social Studies	\$5,001
Web Master	\$6,277
Team Leaders	\$4,000
Director of Technology	\$9,054
ESL Coordinator, K-12	\$5,001
Administrative Technology Consultant	Contractual hourly rate during school year/individual per diem rate during summer*
Librarian	\$694
Arts in Education Coordinator	\$2,269
HASP Director	\$4,000
Performance Director	\$9,372
Summer Institute Coordinator	\$4,846
Chair, Art, K-12	\$5,001

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
Audio Visual Coordinator	\$2,580	\$2,806	\$3,051	\$3,325
ESL Resource Center Advisor	\$1,600	\$1,759	\$1,936	\$2,128

* Contracted hourly rate is calculated by dividing the salary for MA Step 1 by 200 and dividing that quotient by 6. For 2008-2009 the contractual hourly rate is \$47 per hour.

STIPEND/STEP RANGE

POSITION	1-2	3-4	5-6	7-8	STIPEND
Volleyball -					
Varsity	\$4,816	\$5,261	\$5,788	\$6,418	
JV	\$3,251	\$3,598	\$3,954	\$4,356	
Modified	\$2,365	\$2,756	\$2,828	\$3,093	
Co-ed	\$925	\$1,021	\$1,123	\$1,233	
Wrestling -					
Varsity	\$4,816	\$5,261	\$5,788	\$6,418	
JV or Assistant Coaches	\$3,251	\$3,598	\$3,954	\$4,356	
Coaching Index (Sports other than Football and Basketball)					
JV or Assistant Coaches	\$3,856	\$4,154	\$4,663	\$5,129	
M.S. & Freshman Coaches	\$2,763	\$3,190	\$3,303	\$3,617	
Cheerleading - per season					
Varsity and JV	\$1,352	\$1,487	\$1,636	\$1,796	
Hudsonettes - per season	\$772	\$847	\$931	\$1,028	
Twirlers - per season	\$772	\$847	\$931	\$1,028	
High School Intramurals -					\$46/hour
Miscellaneous Sports					\$46/hour
Weight Room					
Fitness Club					\$46/hour
Basketball (Fall)					\$46/hour
Fitness (Spring)					\$46/hour
Wrestling					\$46/hour
Girls' Basketball					\$46/hour

The following extra pay positions are excluded from the re-assignment exemption. In the event that volunteers are not available, staff will be assigned by the building principal on an equitable rotating basis

Position	Stipend
Chaperones	\$85
Overnight Chaperones (per night)	\$124

If a field trip extends beyond 6:00 p.m., the teacher will receive the Chaperone Stipend.

STIPEND/STEP RANGE

POSITION	1-2	3-4	5-6	7-8	STIPEND
Soccer -					
Boys' Varsity	\$4,816	\$5,261	\$5,788	\$6,418	
Boys' JV	\$3,251	\$3,598	\$3,954	\$4,356	
Boys' Modified	\$2,365	\$2,756	\$2,828	\$3,093	
Girls' Varsity	\$4,816	\$5,261	\$5,788	\$6,418	
Girls' JV	\$3,251	\$3,598	\$3,954	\$4,356	
Girls' Modified	\$2,365	\$2,756	\$2,828	\$3,093	
Intramural - Fall, Coed					\$46/hour
Intramural - Winter, Coed					\$46/hour
Tennis -					
Boys' Varsity	\$3,141	\$3,454	\$3,800	\$4,181	
Boys' JV	\$1,728	\$1,901	\$2,090	\$2,299	
Boys' Modified	\$1,257	\$1,381	\$1,516	\$1,669	
Girls' Varsity	\$3,141	\$3,454	\$3,800	\$4,181	
Girls' JV	\$1,728	\$1,901	\$2,090	\$2,299	
Girls' Modified	\$1,257	\$1,381	\$1,516	\$1,669	
Track -					
Varsity Cross Country	\$4,816	\$5,261	\$5,788	\$6,418	
Cross Country Ass't Coach	\$3,251	\$3,598	\$3,954	\$4,356	
Varsity - Winter Indoor	\$4,816	\$5,261	\$5,788	\$6,418	
Winter - Ass't Coach	\$3,251	\$3,598	\$3,954	\$4,356	
Varsity - Spring	\$4,816	\$5,261	\$5,788	\$6,418	
Spring - Ass't Coach	\$3,251	\$3,598	\$3,954	\$4,356	
Modified	\$2,365	\$2,756	\$2,828	\$3,093	

SPORTS

Exhibit B-2

STIPEND/STEP RANGE

POSITION	1-2	3-4	5-6	7-8	STIPEND
Athletic Director					\$9,038
Baseball -					
Varsity	\$4,816	\$5,261	\$5,788	\$6,418	
JV	\$3,251	\$3,598	\$3,954	\$4,356	
Modified	\$2,365	\$2,756	\$2,828	\$3,093	
Basketball -					
Boys' Varsity - Head Coach	\$5,139	\$5,651	\$6,216	\$6,840	
Boys' JV or Assistant Coaches	\$3,856	\$4,154	\$4,663	\$5,129	
Boys' Modified "A"	\$2,763	\$3,190	\$3,303	\$3,617	
Boys' Modified "B"	\$2,763	\$3,190	\$3,303	\$3,617	
Girls' Varsity - Head Coach	\$5,139	\$5,651	\$6,216	\$6,840	
Girls' JV or Assistant Coaches	\$3,856	\$4,154	\$4,663	\$5,129	
Girls' Modified	\$2,763	\$3,190	\$3,303	\$3,617	
Field Hockey -					
Varsity	\$4,816	\$5,261	\$5,788	\$6,418	
JV	\$3,251	\$3,598	\$3,954	\$4,356	
Modified	\$2,365	\$2,756	\$2,828	\$3,093	
Golf -					
Varsity	\$3,251	\$3,598	\$3,954	\$4,356	
JV	\$2,365	\$2,756	\$2,828	\$3,093	
Football -					
Varsity - Head Coach	\$5,139	\$5,651	\$6,216	\$6,840	
Varsity - Assistant Coaches (3)	\$3,856	\$4,154	\$4,663	\$5,129	
Modified - Head Coach	\$3,856	\$4,154	\$4,663	\$5,129	
Modified - Assistant Coach	\$2,763	\$3,190	\$3,303	\$3,617	
Gymnastics -					
Varsity	\$4,816	\$5,261	\$5,788	\$6,418	
JV	\$3,251	\$3,598	\$3,954	\$4,356	
Softball -					
Varsity	\$4,816	\$5,261	\$5,788	\$6,418	
JV	\$3,251	\$3,598	\$3,954	\$4,356	
Modified	\$2,365	\$2,756	\$2,828	\$3,093	
Ultimate Frisbee	\$1,159	\$1,274	\$1,400	\$1,542	
Lacrosse -					
Varsity	\$5,139	\$5,651	\$6,216	\$6,840	
JV	\$3,856	\$4,154	\$4,663	\$5,129	
Modified	\$2,763	\$3,190	\$3,303	\$3,617	

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
Environmental Club Advisor	\$1,448	\$1,639	\$1,751	\$1,926
High School Chess Club	\$1,159	\$1,274	\$1,400	\$1,542
Math Club Advisor	\$1,159	\$1,274	\$1,400	\$1,542
Mock Trial Advisor	\$1,159	\$1,274	\$1,400	\$1,542
Music Director	\$3,046	\$3,352	\$3,686	\$4,091
Academic Challenge + hourly chaperone rate with prior administrative approval (2 positions A&B)	\$579	\$636	\$700	\$769
National Art Honor Society Advisor + hourly chaperone rate with prior administrative approval	\$579	\$636	\$700	\$769
National Honor Society Advisor + hourly chaperone	\$579	\$636	\$700	\$769
Peer Counseling Advisors	\$723	\$848	\$877	\$961
Student Union Advisors	\$2,139	\$2,349	\$2,585	\$2,846
Thesplan Honor Society Advisor + hourly chaperone rate with prior administrative approval	\$579	\$636	\$700	\$769
Amnesty International Advisor	\$1,448	\$1,639	\$1,751	\$1,926
WESTMUNC Advisor	\$1,448	\$1,639	\$1,751	\$1,926
Writing Contest Advisor	\$1,159	\$1,274	\$1,400	\$1,542
SADD Advisor	\$723	\$848	\$877	\$961
Stage Manager, Winter Play	\$954	\$1,049	\$1,154	\$1,270
Stage Manager, Spring Play	\$954	\$1,049	\$1,154	\$1,270
Gay Straight Alliance Advisor	\$723	\$848	\$877	\$961
Technology Group Advisor	\$1,159	\$1,274	\$1,400	\$1,542
Speaker of Other Languages Club Advisor	\$723	\$848	\$877	\$961
Outing Club	\$723	\$848	\$877	\$961
Origami Club	\$723	\$848	\$877	\$961
Advisor for Habitat for Humanity	\$1,448	\$1,644	\$1,751	\$1,926
Advisor to Akzo Nobel Community Advisory Panel	\$579 *	\$636 *	\$700 *	\$769 *
Spirit Committee Advisor	Hourly chaperone rate with prior administrative approval			

HIGH SCHOOL/MIDDLE SCHOOL

STIPEND/STEP RANGE

POSITION	1-2	3-4	5-6	7-8	STIPEND
Computer Lab Supervisor					\$23/hour
Guidance Counselors and Psychologists	1/200th of their current annual salary for each day worked beyond the normal school year. Counselors may be required to work from 6-10 days as assigned by the principal and approved by the superintendent.				

* plus hourly chaperone rate with prior administrative approval

STIPEND

POSITION	STIPEND
Director of Guidance	\$9,038
Special Education Coordinator	\$3,857
Lunch Supervisor	\$3,008
Open Gym Supervisor (HS Lunch)	\$3,008
Morning Detention Supervisor	\$3,008
Marching/Pep Band Director	\$85 per approved session
News Show (WHHS)	\$2,882
TV Journalism Advisor	\$46 per Hour - Max. \$ 4,485
Peer Leadership Advisors (3) + overnight chaperone fee with prior administrative approval	\$2,663
Open Mike Advisor, with prior approval of High School Principal may be eligible for chaperone pay	
Peer Leadership Coordinator + overnight chaperone fee with prior administrative approval	\$3,067

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
Grade 9 Advisor	\$864	\$955	\$1,052	\$1,155
Grade 10 Advisor	\$864	\$955	\$1,052	\$1,155
Grade 11 Advisor	\$864	\$955	\$1,052	\$1,155
Grade 12 Advisor	\$1,734	\$1,908	\$2,101	\$2,310
Students Activities Comptroller	\$4,017	\$4,419	\$4,859	\$5,344
Dance Club Advisor	\$1,543	\$1,696	\$1,867	\$2,052
Debate Coach	\$2,465	\$2,712	\$2,981	\$3,281
Activities Director	\$2,975	\$3,261	\$3,544	\$3,835
After School Art Open Studio Advisor	\$1,543	\$1,696	\$1,867	\$2,052
Newspaper Advisor	\$2,139	\$2,349	\$2,585	\$2,788
Play Director - Drama	\$3,046	\$3,352	\$3,686	\$4,091
Play Director - Musical	\$3,046	\$3,352	\$3,686	\$4,091
Yearbook Advisor	\$3,186	\$3,498	\$3,853	\$4,236
Interact Club Advisor	\$1,159	\$1,274	\$1,400	\$1,542
International Club Advisor	\$1,448	\$1,639	\$1,751	\$1,926
Concert Band Director	\$1,543	\$1,696	\$1,867	\$2,052
Jazz Band Director	\$2,314	\$2,543	\$2,801	\$3,081
Literary Magazine/Writing Contest Advisor	\$2,554	\$2,763	\$2,999	\$3,202
Madrigal Choir	\$2,314	\$2,543	\$2,801	\$3,081
Moderator of Film Society	\$1,543	\$1,696	\$1,867	\$2,052
World of Difference Moderator MS/HS	\$1,543	\$1,696	\$1,867	\$2,052

MIDDLE SCHOOL

STIPEND

Exhibit B-2

POSITION	STIPEND
Grade 5 Coordinator	\$3,857
Grade 6 Coordinator	\$3,857
Grade 6/7 Coordinator	\$3,857
Grade 7 Coordinator	\$3,857
Grade 8 Coordinator	\$3,857
Coordinator of Advisory Program	\$1,384
Lunch Supervisor	\$3,008
Lunch Supervisor	\$3,008
Lunch Supervisor	\$3,008
Lunch Supervisor	\$3,008
Support Team Coordinator	\$3,857
Detention Supervisor	\$46/hour

STEP RANGE

POSITION	1-2	3-4	5-8	7-8
After School Art Open Studio Advisor	\$1,543	\$1,696	\$1,867	\$2,052
Environmental Club Advisor	\$1,448	\$1,639	\$1,751	\$1,926
Jazz Band Director	\$1,325	\$1,458	\$1,604	\$1,762
Jr. Student Council Advisor -Gr. 5/6	\$2,180	\$2,363	\$2,557	\$2,782
Jr. Student Council Advisor -Gr. 7/8	\$2,180	\$2,363	\$2,557	\$2,782
Music Director - Play - Gr. 5/6	\$2,649	\$2,913	\$3,205	\$3,526
Music Director - Play - Gr. 7/8	\$2,649	\$2,913	\$3,205	\$3,526
Newspaper Advisor	\$1,095	\$1,083	\$1,190	\$1,307
Play Director - Gr. 5/6	\$2,649	\$2,913	\$3,205	\$3,526
Play Director - Gr. 7/8	\$2,649	\$2,913	\$3,205	\$3,526
Stage Manager - Gr. 5/6	\$954	\$1,049	\$1,154	\$1,270
Stage Manager - Gr. 7/8	\$954	\$1,049	\$1,154	\$1,270
Yearbook Advisor	\$2,169	\$2,388	\$2,625	\$2,887
Middle School Chess Club	\$1,159	\$1,274	\$1,400	\$1,542
Middle School Math Club	\$1,159	\$1,274	\$1,400	\$1,542
Activities Comptroller	\$2,180	\$2,363	\$2,557	\$2,782
Diversity Club	\$1,543	\$1,696	\$1,867	\$2,052
Select Chorus - Gr. 5/6	\$1,543	\$1,696	\$1,867	\$2,052
Spirit Committee Advisor	Hourly chaperone rate with prior administrative approval			
Arts Extravaganza Coordinator	\$1,543	\$1,696	\$1,867	\$2,052
MS Book Club Advisor	\$579	\$636	\$700	\$769
MS Knitting Club	\$579	\$636	\$700	\$769

If a staff member is assigned to any one of the following Schedule B extra pay positions on a non-voluntary basis, that staff member shall be exempt from reassignment on a non-voluntary basis.

Exhibit B-2

Stipends on Schedule B are a definite figure or are stated between Steps 1 - 8.

ELEMENTARY SCHOOL

STIPEND

POSITION	STIPEND
Kindergarten Coordinator	\$3,857
Grade 1 Coordinator	\$3,857
Grade 2 Coordinator	\$3,857
Grade 3 Coordinator	\$3,857
Grade 4 Coordinator	\$3,857
Special Education Coordinator	\$3,857
Hillside Technology/Staff Developer	\$1,845
Special Area Coordinator	\$599
Lunch Supervisor	\$3,008
Librarian	\$669

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
After School Art Open Studio Advisor -per section (3 sections)-	\$1,543	\$1,696	\$1,867	\$2,052
Elementary Play	\$2,250	\$2,477	\$2,725	\$2,998
Elementary Chorus	\$1,543	\$1,696	\$1,867	\$2,052
Elementary Dance	\$1,543	\$1,696	\$1,867	\$2,052
Elementary Musical	\$2,250	\$2,477	\$2,725	\$2,998
Elementary Post Office-per position	\$1,354	\$1,490	\$1,638	\$1,803
Student Government Advisor	\$1,354	\$1,490	\$1,638	\$1,803
Yearbook Advisor	\$2,169	\$2,388	\$2,625	\$2,883
Hillside Bookstore	\$1,354	\$1,490	\$1,638	\$1,803

2007-2008 SCHEDULE B POSITIONS

Extra Pay for Extra Work Agreement

Exhibit B-2

Before making assignments to co-curricular and extra pay positions, the administration shall ask for volunteers and shall carefully consider the qualifications of any such volunteer. However, assignments from this list shall be made on the basis of the administration's decision as to who is the most appropriate individual for the particular job. The Superintendent and the President of HTA will meet once a year to evaluate Schedule B. Stipends on Schedule B are a definite figure or are stated between Steps 1 - 8.

Position	Stipend
Chair (1 School)	\$3,857
Chair (2 or more Schools)	\$4,823
Chair, English, 6-12	\$4,823
Chair, Foreign Lang., 5-12	\$4,823
Chair, Mathematics, 6-12	\$4,823
Chair, Music & Art, K-12	\$4,823
Chair, PE/Health, K-12	\$4,823
Chair, Related Arts, 6-12	\$4,823
Chair, Science, 6-12	\$4,823
Chair, Social Studies	\$4,823
Web Master	\$6,053
Team Leaders	\$3,857
Director of Technology	\$8,731
ESL Coordinator, K-12	\$4,823
Administrative Technology Consultant	Contractual hourly rate during school year/individual per diem rate during summer*
Librarian	\$669
Arts in Education Coordinator	\$2,188
HASP Director	\$3,857
Performance Director	\$9,038
Summer Institute Coordinator	\$4,673
Chair, Art, K-12	\$4,823

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
Audio Visual Coordinator	\$2,488	\$2,706	\$2,942	\$3,206
ESL Resource Center Advisor	\$1,543	\$1,696	\$1,867	\$2,052

* Contracted hourly rate is calculated by dividing the salary for MA Step 1 by 200 and dividing that quotient by 6. For 2007-2008 the contractual hourly rate is \$46 per hour.

STIPEND/STEP RANGE

POSITION	1-2	3-4	5-6	7-8	STIPEND
Volleyball -					
Varsity	\$4,649	\$5,078	\$5,587	\$6,195	
JV	\$3,138	\$3,473	\$3,817	\$4,205	
Modified	\$2,283	\$2,660	\$2,730	\$2,986	
Co-ed	\$893	\$986	\$1,084	\$1,190	
Wrestling -					
Varsity	\$4,649	\$5,078	\$5,587	\$6,195	
JV or Assistant Coaches	\$3,138	\$3,473	\$3,817	\$4,205	
Coaching Index (Sports other than Football and Basketball)					
JV or Assistant Coaches	\$3,722	\$4,010	\$4,501	\$4,951	
M.S. & Freshman Coaches	\$2,667	\$3,079	\$3,188	\$3,491	
Cheerleading - per season					
Varsity and JV	\$1,305	\$1,435	\$1,579	\$1,734	
Hudsonettes - per season					
	\$745	\$818	\$899	\$992	
Twirlers - per season					
	\$745	\$818	\$899	\$992	
High School Intramurals -					
Miscellaneous Sports					\$44/hour
Weight Room					\$44/hour
Fitness Club					\$44/hour
Basketball (Fall)					\$44/hour
Fitness (Spring)					\$44/hour
Wrestling					\$44/hour
Girls' Basketball					\$44/hour

The following extra pay positions are excluded from the re-assignment exemption. In the event that volunteers are not available, staff will be assigned by the building principal on an equitable rotating basis

Position	Stipend
Chaperones	\$82
Overnight Chaperones (per night)	\$120

If a field trip extends beyond 6:00 p.m., the teacher will receive the Chaperone Stipend.

STIPEND/STEP RANGE

POSITION	1-2	3-4	5-6	7-8	STIPEND
Soccer -					
Boys' Varsity	\$4,649	\$5,078	\$5,587	\$6,195	
Boys' JV	\$3,138	\$3,473	\$3,817	\$4,205	
Boys' Modified	\$2,283	\$2,660	\$2,730	\$2,986	
Girls' Varsity	\$4,649	\$5,078	\$5,587	\$6,195	
Girls' JV	\$3,138	\$3,473	\$3,817	\$4,205	
Girls' Modified	\$2,283	\$2,660	\$2,730	\$2,986	
Intramural - Fall, Coed					\$44/hour
Intramural - Winter, Coed					\$44/hour
Tennis -					
Boys' Varsity	\$3,032	\$3,334	\$3,668	\$4,036	
Boys' JV	\$1,668	\$1,835	\$2,017	\$2,219	
Boys' Modified	\$1,213	\$1,333	\$1,463	\$1,611	
Girls' Varsity	\$3,032	\$3,334	\$3,668	\$4,036	
Girls' JV	\$1,668	\$1,835	\$2,017	\$2,219	
Girls' Modified	\$1,213	\$1,333	\$1,463	\$1,611	
Track -					
Varsity Cross Country	\$4,649	\$5,078	\$5,587	\$6,195	
Cross Country Ass't Coach	\$3,138	\$3,473	\$3,817	\$4,205	
Varsity - Winter Indoor	\$4,649	\$5,078	\$5,587	\$6,195	
Winter - Ass't Coach	\$3,138	\$3,473	\$3,817	\$4,205	
Varsity - Spring	\$4,649	\$5,078	\$5,587	\$6,195	
Spring - Ass't Coach	\$3,138	\$3,473	\$3,817	\$4,205	
Modified	\$2,283	\$2,660	\$2,730	\$2,986	

SPORTS

Exhibit B-1

STIPEND/STEP RANGE

POSITION	1-2	3-4	5-6	7-8	STIPEND
Athletic Director					\$8,724
Baseball -					
Varsity	\$4,649	\$5,078	\$5,587	\$6,195	
JV	\$3,138	\$3,473	\$3,817	\$4,205	
Modified	\$2,283	\$2,660	\$2,730	\$2,986	
Basketball -					
Boys' Varsity - Head Coach	\$4,960	\$5,455	\$6,000	\$6,602	
Boys' JV or Assistant Coaches	\$3,722	\$4,010	\$4,501	\$4,951	
Boys' Modified "A"	\$2,667	\$3,079	\$3,188	\$3,491	
Boys' Modified "B"	\$2,667	\$3,079	\$3,188	\$3,491	
Girls' Varsity - Head Coach	\$4,960	\$5,455	\$6,000	\$6,602	
Girls' JV or Assistant Coaches	\$3,722	\$4,010	\$4,501	\$4,951	
Girls' Modified	\$2,667	\$3,079	\$3,188	\$3,491	
Field Hockey -					
Varsity	\$4,649	\$5,078	\$5,587	\$6,195	
JV	\$3,138	\$3,473	\$3,817	\$4,205	
Modified	\$2,283	\$2,660	\$2,730	\$2,986	
Golf -					
Varsity	\$3,138	\$3,473	\$3,817	\$4,205	
JV	\$2,283	\$2,660	\$2,730	\$2,986	
Football -					
Varsity - Head Coach	\$4,960	\$5,455	\$6,000	\$6,602	
Varsity - Assistant Coaches (3)	\$3,722	\$4,010	\$4,501	\$4,951	
Modified - Head Coach	\$3,722	\$4,010	\$4,501	\$4,951	
Modified - Assistant Coach	\$2,667	\$3,079	\$3,188	\$3,491	
Gymnastics -					
Varsity	\$4,649	\$5,078	\$5,587	\$6,195	
JV	\$3,138	\$3,473	\$3,817	\$4,205	
Softball -					
Varsity	\$4,649	\$5,078	\$5,587	\$6,195	
JV	\$3,138	\$3,473	\$3,817	\$4,205	
Modified	\$2,283	\$2,660	\$2,730	\$2,986	
Ultimate Frisbee	\$1,119	\$1,230	\$1,351	\$1,488	
Lacrosse -					
Varsity	\$4,960	\$5,455	\$6,000	\$6,602	
JV	\$3,722	\$4,010	\$4,501	\$4,951	
Modified	\$2,667	\$3,079	\$3,188	\$3,491	

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
Environmental Club Advisor	\$1,398	\$1,582	\$1,690	\$1,859
High School Chess Club	\$1,119	\$1,230	\$1,351	\$1,488
Math Club Advisor	\$1,119	\$1,230	\$1,351	\$1,488
Mock Trial Advisor	\$1,119	\$1,230	\$1,351	\$1,488
Music Director	\$2,940	\$3,236	\$3,558	\$3,949
Academic Challenge + hourly chaperone rate with prior administrative approval (2 positions A&B)	\$559	\$614	\$676	\$742
National Art Honor Society Advisor + hourly chaperone rate with prior administrative approval	\$559	\$614	\$676	\$742
National Honor Society Advisor + hourly chaperone	\$559	\$614	\$676	\$742
Peer Counseling Advisors	\$698	\$819	\$847	\$928
Student Union Advisors	\$2,065	\$2,267	\$2,495	\$2,747
Thespian Honor Society Advisor + hourly chaperone rate with prior administrative approval	\$559	\$614	\$676	\$742
Amnesty International Advisor	\$1,398	\$1,582	\$1,690	\$1,859
WESTMUNC Advisor	\$1,398	\$1,582	\$1,690	\$1,859
Writing Contest Advisor	\$1,119	\$1,230	\$1,351	\$1,488
SADD Advisor	\$698	\$819	\$847	\$928
Stage Manager, Winter Play	\$921	\$1,013	\$1,114	\$1,226
Stage Manager, Spring Play	\$921	\$1,013	\$1,114	\$1,226
Gay Straight Alliance Advisor	\$698	\$819	\$847	\$928
Technology Group Advisor	\$1,119	\$1,230	\$1,351	\$1,488
Speaker of Other Languages Club Advisor	\$698	\$819	\$847	\$928
Outing Club	\$698	\$819	\$847	\$928
Origami Club	\$698	\$819	\$847	\$928
Advisor for Habitat for Humanity	\$1,398	\$1,587	\$1,690	\$1,859
Advisor to Akzo Nobel Community Advisory Panel	\$559 *	\$614 *	\$676 *	\$742 *
Spirit Committee Advisor	Hourly chaperone rate with prior administrative approval			

HIGH SCHOOL/MIDDLE SCHOOL

STIPEND/STEP RANGE

POSITION	1-2	3-4	5-6	7-8	STIPEND
Computer Lab Supervisor					\$22/hour
Guidance Counselors and Psychologists	1/200th of their current annual salary for each day worked beyond the normal school year. Counselors may be required to work from 6-10 days as assigned by the principal and approved by the superintendent.				

* plus hourly chaperone rate with prior administrative approval

STIPEND

POSITION	STIPEND
Director of Guidance	\$8,724
Special Education Coordinator	\$3,723
Lunch Supervisor	\$2,903
Open Gym Supervisor (HS Lunch)	\$2,903
Morning Detention Supervisor	\$2,903
Marching/Pep Band Director	\$82 per approved session
News Show (WHHS)	\$2,782
TV Journalism Advisor	\$44 per Hour - Max. \$ 4,329
Peer Leadership Advisors (3) + overnight chaperone fee with prior administrative approval	\$2,570
Open Mike Advisor, with prior approval of High School Principal may be eligible for chaperone pay	
Peer Leadership Coordinator + overnight chaperone fee with prior administrative approval	\$2,960

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
Grade 9 Advisor	\$834	\$922	\$1,015	\$1,115
Grade 10 Advisor	\$834	\$922	\$1,015	\$1,115
Grade 11 Advisor	\$834	\$922	\$1,015	\$1,115
Grade 12 Advisor	\$1,674	\$1,842	\$2,028	\$2,230
Students Activities Comptroller	\$3,877	\$4,265	\$4,690	\$5,158
Dance Club Advisor	\$1,489	\$1,637	\$1,802	\$1,981
Debate Coach	\$2,379	\$2,618	\$2,877	\$3,167
Activities Director	\$2,872	\$3,148	\$3,421	\$3,702
After School Art Open Studio Advisor	\$1,489	\$1,637	\$1,802	\$1,981
Newspaper Advisor	\$2,065	\$2,267	\$2,495	\$2,691
Play Director - Drama	\$2,940	\$3,236	\$3,558	\$3,949
Play Director - Musical	\$2,940	\$3,236	\$3,558	\$3,949
Yearbook Advisor	\$3,075	\$3,376	\$3,719	\$4,089
Interact Club Advisor	\$1,119	\$1,230	\$1,351	\$1,488
International Club Advisor	\$1,398	\$1,582	\$1,690	\$1,859
Concert Band Director	\$1,489	\$1,637	\$1,802	\$1,981
Jazz Band Director	\$2,234	\$2,455	\$2,704	\$2,974
Literary Magazine/Writing Contest Advisor	\$2,465	\$2,667	\$2,895	\$3,091
Madrigal Choir	\$2,234	\$2,455	\$2,704	\$2,974
Moderator of Film Society	\$1,489	\$1,637	\$1,802	\$1,981
World of Difference Moderator MS/HS	\$1,489	\$1,637	\$1,802	\$1,981

MIDDLE SCHOOL

Exhibit B-1

STIPEND

POSITION	STIPEND
Grade 5 Coordinator	\$3,723
Grade 6 Coordinator	\$3,723
Grade 6/7 Coordinator	\$3,723
Grade 7 Coordinator	\$3,723
Grade 8 Coordinator	\$3,723
Coordinator of Advisory Program	\$1,336
Lunch Supervisor	\$2,903
Lunch Supervisor	\$2,903
Lunch Supervisor	\$2,903
Lunch Supervisor	\$2,903
Support Team Coordinator	\$3,723
Detention Supervisor	\$44/hour

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
After School Art Open Studio Advisor	\$1,489	\$1,637	\$1,802	\$1,981
Environmental Club Advisor	\$1,398	\$1,582	\$1,690	\$1,859
Jazz Band Director	\$1,279	\$1,407	\$1,548	\$1,701
Jr. Student Council Advisor -Gr. 5/6	\$2,104	\$2,281	\$2,468	\$2,685
Jr. Student Council Advisor -Gr. 7/8	\$2,104	\$2,281	\$2,468	\$2,685
Music Director - Play - Gr. 5/6	\$2,557	\$2,812	\$3,094	\$3,403
Music Director - Play - Gr. 7/8	\$2,557	\$2,812	\$3,094	\$3,403
Newspaper Advisor	\$1,057	\$1,045	\$1,149	\$1,262
Play Director - Gr. 5/6	\$2,557	\$2,812	\$3,094	\$3,403
Play Director - Gr. 7/8	\$2,557	\$2,812	\$3,094	\$3,403
Stage Manager - Gr. 5/6	\$921	\$1,013	\$1,114	\$1,226
Stage Manager - Gr. 7/8	\$921	\$1,013	\$1,114	\$1,226
Yearbook Advisor	\$2,094	\$2,305	\$2,534	\$2,787
Middle School Chess Club	\$1,119	\$1,230	\$1,351	\$1,488
Middle School Math Club	\$1,119	\$1,230	\$1,351	\$1,488
Activities Comptroller	\$2,104	\$2,281	\$2,468	\$2,685
Diversity Club	\$1,489	\$1,637	\$1,802	\$1,981
Select Chorus - Gr. 5/6	\$1,489	\$1,637	\$1,802	\$1,981
Spirit Committee Advisor	Hourly chaperone rate with prior administrative approval			
Arts Extravaganza Coordinator	\$1,489	\$1,637	\$1,802	\$1,981
MS Book Club Advisor	\$559	\$614	\$676	\$742
MS Knitting Club	\$559	\$614	\$676	\$742

If a staff member is assigned to any one of the following Schedule B extra pay positions on a non-voluntary basis, that staff member shall be exempt from reassignment on a non-voluntary basis.

Exhibit B-1

Stipends on Schedule B are a definite figure or are stated between Steps 1 - 8.

ELEMENTARY SCHOOL

STIPEND

POSITION	STIPEND
Kindergarten Coordinator	\$3,723
Grade 1 Coordinator	\$3,723
Grade 2 Coordinator	\$3,723
Grade 3 Coordinator	\$3,723
Grade 4 Coordinator	\$3,723
Special Education Coordinator	\$3,723
Hillside Technology/Staff Developer	\$1,781
Special Area Coordinator	\$578
Lunch Supervisor	\$2,903
Librarian	\$646

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
After School Art Open Studio Advisor -per section (3 sections)-	\$1,489	\$1,637	\$1,802	\$1,981
Elementary Play	\$2,172	\$2,391	\$2,630	\$2,894
Elementary Chorus	\$1,489	\$1,637	\$1,802	\$1,981
Elementary Dance	\$1,489	\$1,637	\$1,802	\$1,981
Elementary Musical	\$2,172	\$2,391	\$2,630	\$2,894
Elementary Post Office-per position	\$1,307	\$1,438	\$1,581	\$1,740
Student Government Advisor	\$1,307	\$1,438	\$1,581	\$1,740
Yearbook Advisor	\$2,094	\$2,305	\$2,534	\$2,784
Hillside Bookstore	\$1,307	\$1,438	\$1,581	\$1,740

2006-2007 SCHEDULE B POSITIONS

Extra Pay for Extra Work Agreement

Exhibit B-1

Before making assignments to co-curricular and extra pay positions, the administration shall ask for volunteers and shall carefully consider the qualifications of any such volunteer. However, assignments from this list shall be made on the basis of the administration's decision as to who is the most appropriate individual for the particular job. The Superintendent and the President of HTA will meet once a year to evaluate Schedule B. Stipends on Schedule B are a definite figure or are stated between Steps 1 - 8.

Position	Stipend
Chair (1 School)	\$3,723
Chair (2 or more Schools)	\$4,655
Chair, English, 6-12	\$4,655
Chair, Foreign Lang., K-12	\$5,555
Chair, Mathematics, 6-12	\$4,655
Chair, Music & Art, K-12	\$4,655
Chair, PE/Health, K-12	\$4,655
Chair, Related Arts, 6-12	\$4,655
Chair, Science, 6-12	\$4,655
Chair, Social Studies	\$4,655
Web Master	\$5,843
Team Leaders	\$3,723
Director of Technology	\$8,428
ESL Coordinator, K-12	\$4,655
Administrative Technology Consultant	Contractual hourly rate during school year/individual per diem rate during summer*
Librarian	\$646
Arts in Education Coordinator	\$2,112
HASP Director	\$3,723
Performance Director	\$8,724
Summer Institute Coordinator	\$4,511
Chair, Art, K-12	\$4,655

STEP RANGE

POSITION	1-2	3-4	5-6	7-8
Audio Visual Coordinator	\$2,402	\$2,612	\$2,840	\$3,095
ESL Resource Center Advisor	\$1,489	\$1,637	\$1,802	\$1,981

* Contracted hourly rate is calculated by dividing the salary for MA Step 1 by 200 and dividing that quotient by 6. For 2006-2007 the contractual hourly rate is \$44 per hour.

TEACHER SALARY BASE 2008 - 2009

Step	IIA BA + 40	IIB BA + 50	IIC BA + 60
1A	51,376	52,552	53,740
1B	52,935	54,110	55,298
1C	54,496	55,672	56,857
1	56,054	57,231	58,418
2	58,333	59,517	60,695
3	60,599	61,792	62,969
4	62,874	64,060	65,250
5	65,158	66,335	67,517
6	66,979	68,163	69,346
7	68,796	69,977	71,166
8	70,618	71,803	72,984
9	72,441	73,617	74,806
10	74,264	75,440	76,619
11	76,088	77,266	78,444
12	78,857	80,029	81,215
13			
14			
15			
16			
17			
18			
19			
20			

Notes to Teacher Salary Base 2008 - 2009

1. Career increment Col. I through Col. IIC is \$1074, District Service -10 (step 15)
2. Career increment Col. I through Col. IIC is \$1943, District Service -20 (step 20)
3. Employees hired prior to 1978 are eligible for advancement on original schedule IIA, IIB and IIC
4. Career increment from Col. III through Col. VI is not additive
5. Career increment Col. III through Col. VI is \$2599, District Service - 11 (Step 16)
6. Career increment Col. III through Col. VI is \$3466, District Service - 15 (Step 18)
7. Career increment Col. III through Col. VI is \$4332, District Service - 20 (Step 20)
8. Career increment Col. III through Col. VI is \$4804, District Service - 25 (Step 25)

HASTINGS - ON - HUDSON PUBLIC SCHOOLS

Exhibit A-3

TEACHER SALARY BASE 2008- 2009

Step	I BA	IA BA + 10	IB BA + 20	II BA + 30	III MA	IIIA MA + 10	IIIB MA + 20	IV MA + 30	IVA MA + 40	IVB MA + 50	V MA + 60	VI DR
1	51,318	52,500	53,678	54,872	56,782	58,602	60,422	62,240	64,060	65,879	67,702	69,519
2	53,592	54,782	55,967	57,139	59,517	61,330	63,152	64,978	66,797	68,617	70,436	72,262
3	55,882	57,055	58,233	59,416	62,240	64,060	65,879	67,702	69,519	71,348	73,167	74,983
4	58,149	59,325	60,511	61,698	64,978	66,797	68,617	70,436	72,262	74,083	75,899	77,719
5	60,422	61,607	62,783	63,974	67,702	69,517	71,348	73,167	74,987	76,814	78,636	80,449
6	62,240	63,428	64,604	65,791	70,436	72,264	74,083	75,899	77,719	79,533	81,355	83,176
7	64,060	65,250	66,428	67,612	73,167	74,983	76,814	78,636	80,449	82,271	84,087	85,916
8	65,879	67,066	68,244	69,435	75,899	77,719	79,533	81,355	83,176	85,001	86,828	88,653
9	67,702	68,892	70,065	71,260	78,636	80,450	82,297	84,087	85,916	87,731	89,549	91,374
10	69,519	70,710	71,887	73,077	81,355	83,176	85,001	86,828	88,653	90,461	92,287	94,103
11	71,348	72,528	73,714	74,891	84,087	85,916	87,731	89,544	91,374	93,190	95,020	96,839
12	74,120	75,307	76,485	77,664	86,828	88,653	90,461	92,287	94,103	95,927	97,738	99,572
13					89,549	91,374	93,190	95,020	96,839	98,661	100,439	102,299
14					92,287	94,103	95,927	97,738	99,572	101,393	103,214	105,038
15					100,318	102,185	104,063	105,930	107,813	109,677	111,557	113,430
16					102,861	104,766	106,681	108,585	110,506	112,409	114,326	116,236
17												
18												
19												
20												

Notes to Teacher Salary Base 2008 - 2009

1. Career increment Col. I through Col. IIC is \$1074, District Service -10 (step 15)
2. Career increment Col. I through Col. IIC is \$1943, District Service -20 (step 20)
3. Employees hired prior to 1978 are eligible for advancement on original schedule IIA, IIB and IIC
4. Career increment from Col. III through Col. VI is not additive
5. Career increment Col. III through Col. VI is \$2599, District Service - 11 (Step 16)
6. Career increment Col. III through Col. VI is \$3466, District Service - 15 (Step 18)
7. Career increment Col. III through Col. VI is \$4332, District Service - 20 (Step 20)
8. Career increment Col. III through Col. VI is \$4804, District Service - 25 (Step 25)